

Rookwood Weir Project

Social Impact Management Report – Year 3

December 2023



REVISION HISTORY

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REVIEW AND APPROVAL

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1. Introduction

1.1 Purpose

This Year Three Social Impact Management Report (SIMR) addresses the Coordinator-General's conditions of approval for the Rookwood Weir Project (the Project), namely condition 2 (a) Provide an annual Social Impact Management Report (SIMR) to the Coordinator-General for approval for a period of five years from the commencement of construction of each stage of the weir.

This SIMR details the social impact management strategies implemented by Sunwater and the Rookwood Weir Project Alliance (the Alliance) for the Project and the results of the strategy implementation to date.

1.2 Background

In 2004, the Queensland Government signed the National Water Initiative Agreement, which committed Queensland to working with the Australian Government and other states and territories to progress national water reform. Since then, state and local governments have worked in partnership to implement water reforms. The Central Queensland Regional Water Supply Strategy (CQRWSS) is the outcome of the Central Queensland Regional Water Supply Study, which assessed current water availability and future demands, and how demand could best be met while protecting the natural values and ecosystems.

The CQRWSS, covers about 153,000 square kilometres (km), including Queensland's Fitzroy River Basin and the coastal streams of the Capricorn Coast and the Gladstone region. It is a long-term strategy to meet the regions water supply needs. It proposes a framework for sharing supplies into the future, particularly addressing the following key issues:

- continued urban growth and industrial development, particularly in the Lower Fitzroy and Gladstone areas, and mining development in the Bowen and Surat coal basins
- entitlements in some existing regional water supply systems are at or approaching full usage
- some existing water supply schemes are performing below water user requirements
- water demand projections indicate regional supply shortfalls for urban, industrial, coal mining and agricultural requirements.

The CQRWSS identified the Lower Fitzroy River as the ideal location for the region's next main water storage. It identified development of a new weir at Rookwood and/or the raising of the existing Eden Bann Weir as the preferred solutions to meet the regions urban and industrial needs. These findings were followed by the Queensland Government declaring in July 2007 that the Gladstone Area Water Board (GAWB), Sunwater and the former Rockhampton and Livingstone Shire Councils (now Rockhampton Regional Council (RRC)) would come together as proponents for the Lower Fitzroy Joint Venture. The RRC withdrew soon after but remained a key stakeholder.

The Lower Fitzroy River Infrastructure Project (LFRIP), the new weir at Rookwood and/or the raising of the existing Eden Bann Weir, was declared a Coordinated Project (previously a Significant Project) in 2011 for which an Environmental Impact Statement (EIS) was required. The LFRIP EIS was approved by the Queensland Government's Coordinator-General in December 2016 and the Australian Minister for Environment in February 2017, subject to conditions.

Following approval of the LFRIP EIS, Building Queensland finalised the Detailed Business Case (DBC). It released it to the public in January 2018, with a commitment by the Australian Government to partially fund the Project, subject to the outcomes of the DBC. The DBC focused on the Rookwood Weir

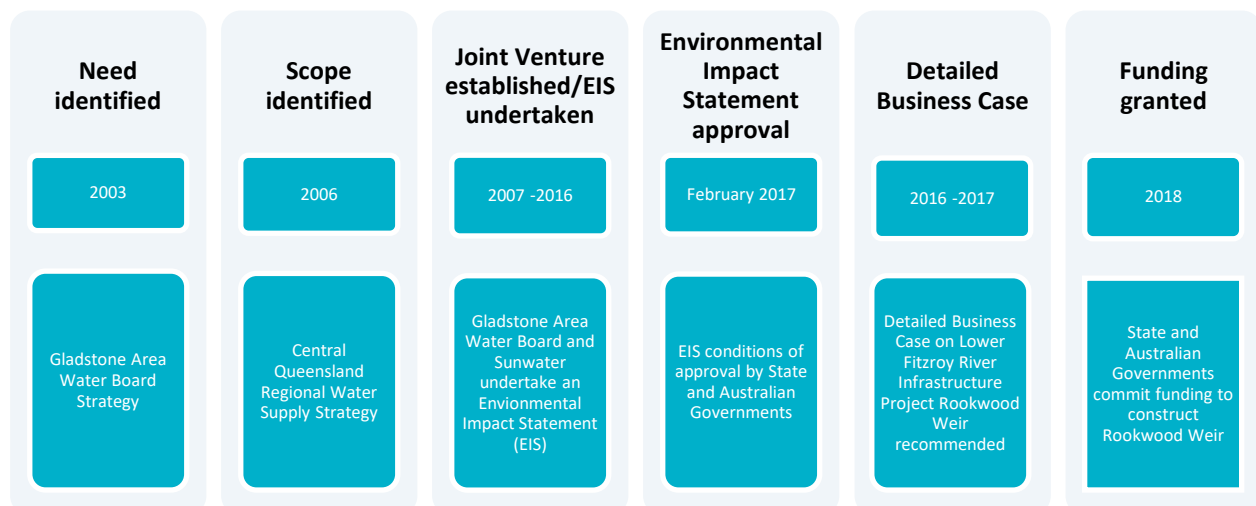
component of the LFRIP as the preferred “Reference Project” (Rookwood Weir Stage 2 – RL 49, which included Stage 1 (concrete crest to RL 45.5) with the addition of gates).

Budget reviews in 2019 indicated the Project costs had increased beyond those outlined in the DBC and above the funding commitments by the Queensland and Australian governments. Therefore, the Rookwood Weir Project (the Project) is now an un-gated weir, which was identified and assessed in the LFRIP EIS as Stage 1 (concrete crest to RL 45.5) and will optimise water yield for the previously committed budget. The Project continues to be jointly funded by the Australian and Queensland governments.

Throughout 2019, Sunwater continued to finalise the Project design and worked through a range of secondary environmental approvals in accordance with local government approval and Queensland legislative requirements. In addition, further assessments, such as this SIMR, were undertaken to meet the Queensland Government’s Coordinator-General approval conditions.

This project has been in development since 2003 and has moved through several stages prior to construction starting. The table below provides a brief snapshot of the Project history.

1.3 Project History



In 2003, Awoonga Dam on the Boyne River dropped to 7.6 per cent of its total capacity, prompting calls for the development of new storage for the region to increase water security. GAWB was engaged to deliver a strategic water plan which identified a weir on the lower Fitzroy River as the preferred option to mitigate the current single supply source risk.

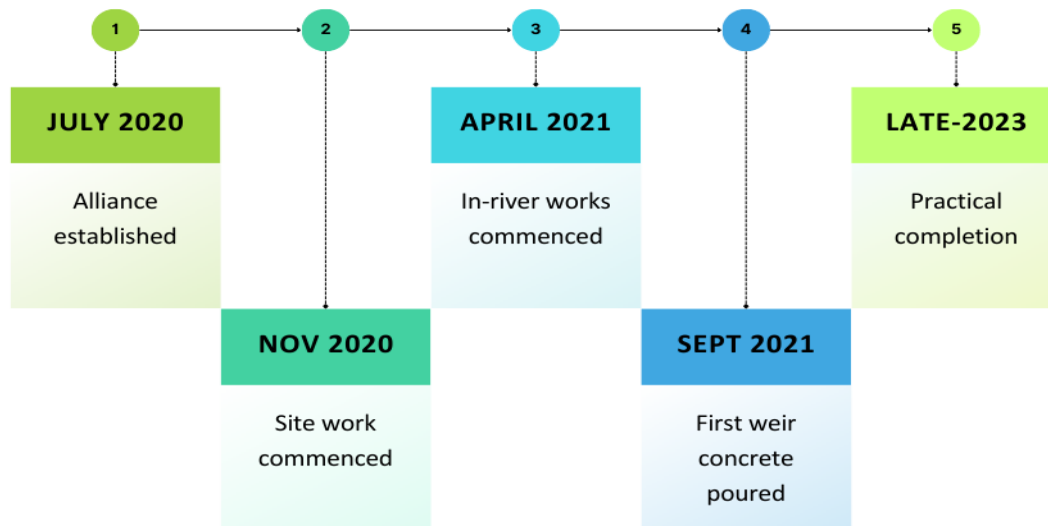
In 2006 the Central Queensland Regional Water Supply Strategy identified the Lower Fitzroy River as the ideal location for the region’s next main water storage. It outlined the development of a new weir at Rookwood or the raising of the existing Eden Bann Weir as the preferred solutions to meet the urban and industrial needs of the region. These findings were followed by the State Government declaring in July 2007 that GAWB, Sunwater and the former Rockhampton and Livingstone Shire Councils (now RRC) would come together as proponents for the Lower Fitzroy Joint Venture. The Project would be referred to as the Lower Fitzroy River Infrastructure Project, which included the proposed Rookwood Weir and/or the proposed raising of the Eden Bann Weir. As previously mentioned, RRC withdrew soon after.

Following appointment, work on the Environmental Impact Statement (EIS) progressed through several Commonwealth, and State milestones before final terms of reference were issued in September 2014. During this process unfolding, GAWB released its strategic water plan in 2013, which explored options to

increase water security through the construction of the Gladstone-Fitzroy Pipeline project and Rookwood Weir.

The draft EIS public consultation occurred between July and August 2015. Following feedback, amendments were made through 2016, and the Coordinator-General accepted the revised draft EIS and released an evaluation report in late 2016. The final EIS approval came via the Commonwealth Minister for the Environment and Energy’s assessment decision notice in February 2017.

1.4 Construction Update



The Rookwood Weir Alliance, comprising Sunwater as construction authority, GHD as designers and ACCION and McCosker Contracting as constructor, started on site construction activities in November 2020. The early focus was on the removal of 800,000 cubic metres of rock and soil on the left and right banks. In-river works started in April 2021 with the digging and preparations of foundations for the weir structure. Rookwood Weir’s 250 room camp, located two kilometres from the construction site, opened in April 2021. The first concrete was placed in September 2021. The fishlock and spillway were completed in June and September 2023 respectively. The final structural concrete was placed on the weir on 4 November 2023 and Practical Completion is forecast for 30 November 2023.

1.5 Approval Conditions

Rookwood Weir will be developed in accordance with its Material Change of Use (MCU) Development Approval, with requirements including compliance with the Coordinator-General’s Imposed Conditions. The Coordinator-General’s imposed **Condition 2 – Social Impacts** which seeks the proponent to report on the implementation measures to mitigate and manage social impacts of the construction and operation of the weir on local and regional communities.

This SIMR has been prepared to meet the requirements of the imposed Condition 2, which states:

- (a) Provide an annual Social Impact Management Report (SIMR) to the Coordinator-General for approval for a period of five years from the commencement of construction of each stage of the weir.
- (b) The SIMR must describe the social impact management strategies and actions implemented and the outcomes achieved to:

- (i) *inform, consult, collaborate and negotiate with stakeholders and the community and to demonstrate that stakeholder and community concerns have been considered in making decisions to avoid, mitigate and manage social impacts.*
 - (ii) *provide local and regional employment, training and development opportunities and to mitigate and manage any project-related impacts on local labour markets.*
 - (iii) *mitigate and manage any impacts of the project on the local and/or regional housing markets*
 - (iv) *mitigate and manage project-related impacts on community health, safety and wellbeing.*
- (c) *Make each SIMR publicly available on the proponent’s website during each year of the reporting period.*

1.6 Report Structure

The SIMR structure is outlined in **Error! Reference source not found.** This structure ensures the requirements of imposed Condition 2, outlined in Section 1.5 are met.

Table 1.1 SIMR Structure

Section	Section title	Description of content
Section 1	Introduction	Provides background information of the Project. Details the purpose of the SIMR and outlines the structure of the report.
Section 2	Stakeholder and Community	Reporting on the Project’s engagement activities and how concerns have been considered in project planning and decision-making.
Section 3	Employment, Training and Development	Reporting on the Project’s employment training and development strategies, including how project benefits are enhanced.
Section 4	Housing and Accommodation	Reporting on the Project mitigation and management strategies which address housing availability and affordability.
Section 5	Community Health, Safety and Wellbeing	Reporting on the progress of the Project’s commitments and management strategies which address safety and wellbeing.

2. Community and Stakeholder Engagement

This section addresses the Coordinator-General’s Condition 2 (b) “to inform, consult, collaborate and negotiate with stakeholders and the community, and to demonstrate stakeholder and community concerns have been considered in making decisions to avoid, mitigate and manage social impacts.”

2.1 Desired Outcomes

The Alliance is committed to effectively engaging stakeholders on the Project, building relationships, responding to local concerns, and identifying and delivering economic and regional opportunities. The Rookwood Weir Stakeholder Management Plan (SMP) has been developed to assist the Alliance in successfully delivering the Project according to the Coordinator-General’s Condition 2 (b).

The objectives of engagement as outlined in the SMP are:

- build understanding of the Project within the region
- create and maintain effective dialogue with stakeholders for the duration of the Project.
- identify and mitigate issues before they escalate.
- consult, inform, and educate stakeholders on the Project.
- identify opportunities for the Alliance to add value prior to, during and post construction.
- celebrate Project milestones.

To support these objectives, Sunwater and Alliance partners have developed the following desired outcomes:

- project communication is clear, timely and relevant to stakeholders.
- proper consideration and addressing of community concerns.
- the Project encourages a high level of engagement on negotiable issues.

2.2 Communication and Engagement Summary

2.2.1 Engagement Activities

In the year to 30 September 2023 (the reporting period), Sunwater delivered 454 communications and engagement activities with project stakeholders. Email and meetings were the most frequent activity type. There were 54 emails out and 36 emails in, and 20 meetings and 16 site visits. Twelve information sessions and presentations also occurred over the reporting period.

Error! Reference source not found. details community and stakeholder engagement activities by event type from 1 October 2022 to 30 September 2023.

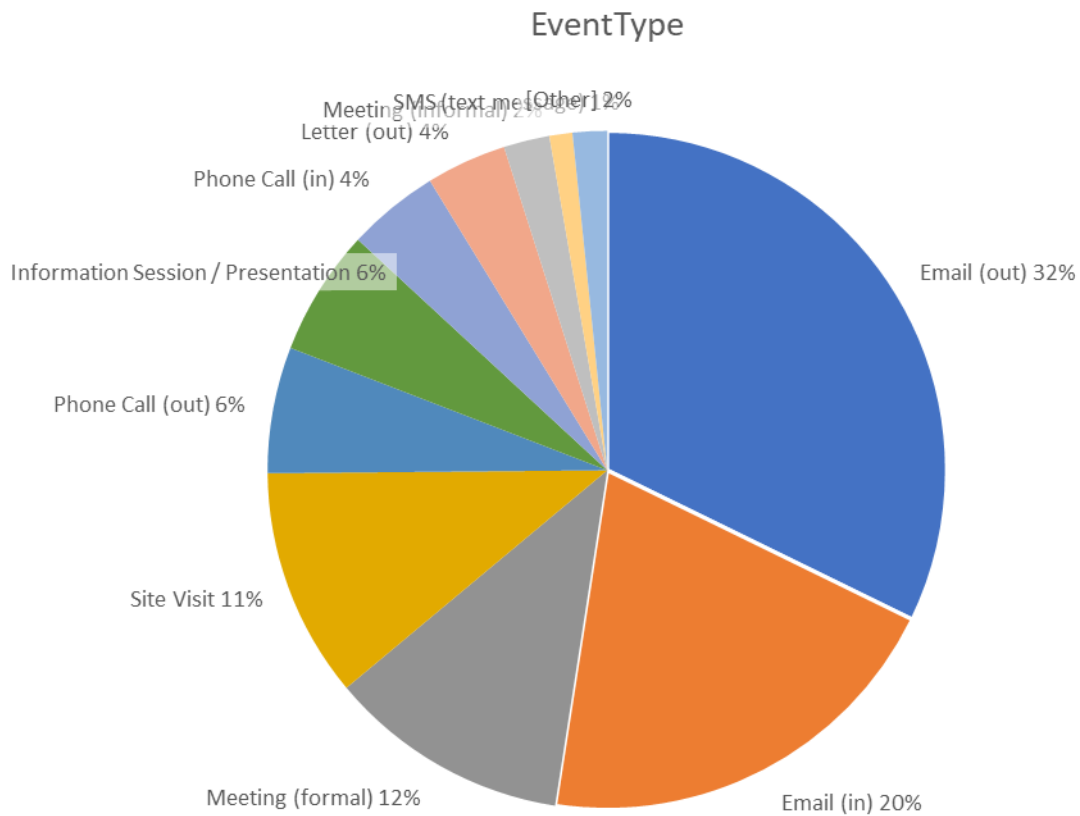


Figure 1 - Community and Stakeholder Engagement Activities by Event Type

Over the reporting period, Sunwater communications and engagement activities reached 303 stakeholders. Figure 2 details reach by community and stakeholder group. Engagement with DRDMW represented the largest stakeholder group (9%), followed by 'affected land owners' (9%).

Remaining stakeholder groups include potential customers (8%), local council representatives (7%), engagement with land owners for an easement (7%), local business operators (6%), land access enquiries (5%), education institutes (5%) and general public (3%)

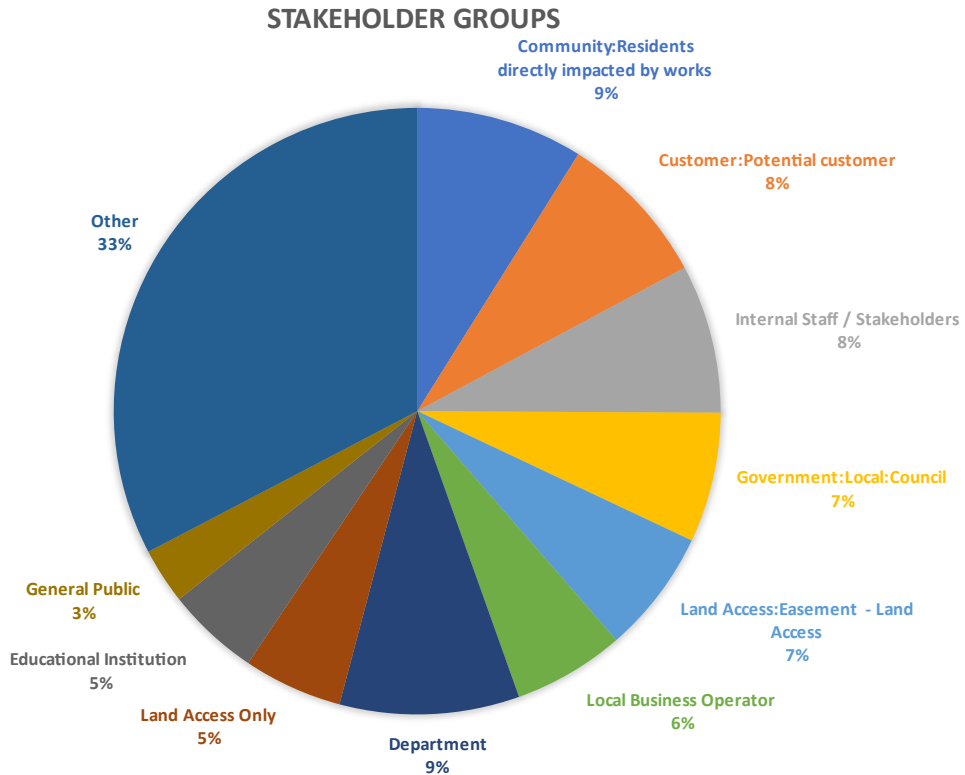


Figure 2 - Community and Stakeholder Groups

2.2.2 Interests and Issues

Topics raised by stakeholders during the reporting period are outlined in **Error! Reference source not found.** The most frequent topics addressed, excluding ‘other’, included general engagement (64 occurrences), information relating to Rookwood Weir (23 occurrences), construction (19 occurrences) and social events (17 occurrences). A smaller number of interactions discussed environmental offsets (16 occurrences), water resources and community outreach (both 15 occurrences), construction access (13 occurrences) and terrestrial fauna (11 occurrences).

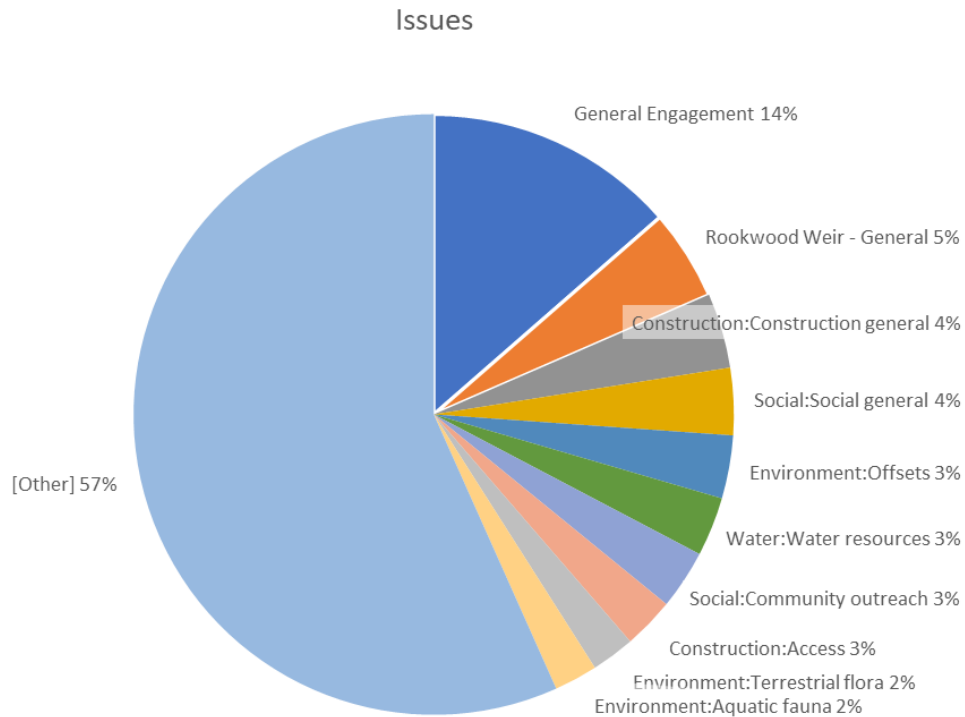


Figure 3 - Issues Raised (All Stakeholders)

2.2.2.1 Community Engagement

Over the reporting period, the Alliance has continued engagement with local community members and landholders to maintain a positive relationship and keep them well informed on project status and current project issues.

Community information sessions were held on 29 March, 25 June, and 5 November. More than 50 people from the Gogango, Duaringa and Westwood communities attended these events to receive an update on progress at Rookwood Weir. Sunwater also hosted a community information session in Duaringa on 23 May to update on the community on the upcoming upgrade of Foleyvale Crossing. The purpose of these sessions was to provide a project update and inform the community of the latest actions undertaken relating to construction of Rookwood Weir. The community information sessions received positive feedback from attendees, and the community noted they were well informed on construction progress.

The Alliance issued notification letters to Gogango residents in June to advise of an increase in heavy vehicle movements due to arrival of equipment to assist with erosion protection measures on the left bank.

2.2.2.2 Indigenous Stakeholder Engagement

The Alliance has maintained positive community engagement with Traditional Owners impacted by the construction and water storage easement for Rookwood Weir. This has been achieved through multiple channels including email, phone conversations and face-to-face meetings.

The Queensland Government, the owners of Rookwood Weir, entered into Indigenous Land Use Agreements with the Gaangalu (GNP) and Darumbal Peoples in November 2021 and April 2022 respectively. The agreements recognise the Traditional Custodians of the lands where Rookwood Weir and its enabling project such as Riverslea and Hanrahan crossings are located. Furthermore, Sunwater is a party on the agreement with the Darumbal People which will deliver employment and environmental management opportunities associated with the operation of Rookwood Weir.

A requirement of the ILUAs is for representatives from RDMW and Sunwater to meet Darumbal and GNP elders every six months to discuss ILUA commitments and provide an update on Rookwood Weir and its enabling projects. These meetings were held on 6 December 2022 in Rockhampton and 30 May 2023 at Rookwood Weir.

The Alliance facilitated a ‘Smoking Ceremony’ at the construction site on 30 March 2023 with Darumbal elder Wade Mann. In celebration of the 2023 NAIDOC week in July 2023, the Alliance organised several activities onsite, including:

- educational NAIDOC week posters displayed around the camp and construction site;
- a dance ceremony performed by Darumbal representatives;
- team meals featuring traditional Aboriginal ingredients hosted by the site kitchen; and
- Alliance representatives also attended Darumbal’s NAIDOC march in Rockhampton.



Figure 4 - Rookwood Weir Smoking Ceremony Performed by Darumbal Elder Wade Mann.

2.2.2.3 State Government Engagement

Sunwater regularly engages with State Government departments to provide updates on project status and community engagement progress. The Project team regularly liaises with the office of Minister Glenn Butcher (Minister for Regional Development and Manufacturing and Minister for Water), providing project updates to the Minister’s Senior Media Advisor to promote media opportunities. For the reporting period these opportunities include media release from the Minister’s office on the following:

- 21 November 2022: Rookwood water tenders to support good farming jobs in CQ.
- 2 February 2023: Rookwood Weir awarded for providing good jobs and sustainability.
- 13 April 2023: Rookwood Weir project more than 65 per cent complete

- 26 May 2023: \$17 million for Foleyvale Crossing upgrades.
- 9 June 2023: Rookwood Weir water flows for Central Queensland farmers
- 11 August 2023: New fish passage for Fitzroy Barrage thanks to Rookwood Weir
- 28 August 2023: Rookwood Weir apprentices build cubby houses for a cause.
- 20 September 2023: Rookwood Weir one step closer to completion

All the above media releases generated substantial positive media coverage for the project in local and state media. Furthermore, Minister Butcher and Rockhampton MP Barry O'Rourke visited the construction site on 13 April 2023 to view progress.

Rockhampton MP, Barry O'Rourke' visited site on 23 November 2023 with a range of local dignitaries to view progress at the weir.

Minister Butcher's office was also kept well informed throughout the project and issues that have emerged over the past 12 months, including two inundation events during the reporting period (October 2022 and January 2023). This included information that the project team would keep all employees onsite to focus on out-of-river activities.

Sunwater also meets quarterly with the National Water Grid Authority to provide updates on the weir and its enabling projects.

Further Australian and State Government site visits took place over the reporting period. In the past 12 months, site visits occurred with representatives from the following departments and agencies:

- Department of Regional Development, Manufacturing and Water (DRDMW)
- Department of Agriculture and Fisheries (DAF)
- Department of Climate Change, Energy, the Environment and Water (DCCEEW)
- National Water Grid Authority (NWGA).

Interests raised through engagements with these government departments include:

- construction progress and timeframes;
- environment impacts;
- environmental and community initiatives; and
- compliance and reporting obligations.

Sunwater has continued to engage monthly with DCCEEW regarding environmental compliance and management issues, submitting a range of draft management plans covering turtle and fish monitoring, water quality monitoring, turtle nest protection, feral pest eradication and land management practices. Sunwater continues to work with DCCEEW and DES through review and feedback, refining and improving the environmental management plans and processes of the project.

In a significant milestone for the project, the draft Rookwood Water Weir Water Supply Scheme documents were submitted to RDMW for review on 31 March 2023.

2.2.2.4 Local Government Engagement

Sunwater has continued regular consultation with Local Government representatives through phone, email, face-to-face meetings and site visits to the Rookwood Weir Project. Ongoing engagement with Rockhampton Regional Council (RRC) included a site visit on 6 October 2022 and 15 August 2023 by senior managers to provide an update on construction progress and discuss Hanrahan Crossing and Sunwater's proposed fishway on the Fitzroy Barrage. Additionally, Sunwater and the Alliance continued to engage with RRC regarding the operation of Rookwood Weir, draft operational instruments, and how the project supplements the Fitzroy Barrage, improving water security.

In late 2022 RRC advised that it was comfortable with the draft ROL and Rookwood Weir operational instruments and provided its support for submission to RDMW.

Sunwater and the Alliance presented to the Central Highlands Regional Councillor for the Duaringa community in November 2022 regarding the upgrade of Foleyvale Crossing.

The Alliance also hosted representatives of the Rockhampton Disaster Emergency Management Group (QPS, QFS, QAC, Rockhampton and Livingstone councils and TMR) 24 November 2022 and 10 October 2023.

Sunwater undertook extensive engagement with Woorabinda Aboriginal Shire Council (WASC) in regards to terrestrial offset for the project. This engagement included face-to-face meetings, site visits and regular phone and written communication.

2.2.2.5 Business and Industry

The Alliance maintains a strong relationship with Advance Rockhampton, with regular correspondence regarding planning and strategic goals and maintains a collaborative approach to deliver value to impacted landholders and project stakeholders. As discussed in Section **Error! Reference source not found.**, Advance Rockhampton continues to communicate with impacted landholders, providing support information sessions and workshops, and has been crucial in conveying information and process support regarding Sunwater's Landholder Support Program.

Advanced Rockhampton consultants continue to engage with landholders to develop farm plans in their transition to higher-yielding crops. Advance Rockhampton continues to plan further communication activities, in collaboration with Sunwater and the Alliance, regarding the benefits of Rookwood Weir to the region.

Sunwater continues engage with industry and community groups regarding Rookwood Weir. Further engagement with business and industry stakeholders includes:

- engagement with Rural Funds Management, regarding the request for high priority allocation from Rookwood Weir
- consultation with the Infrastructure Sustainability Council in the 'excellent'; design rating the weir achieved.
- presentation to the Gladstone Area Water Board, regarding its water allocation
- Regular engagement with Fitzroy Basin Association, Capricorn Catchments and Fitzroy Partnership for River Health (FPRH), providing an overview of Rookwood Weir and the project's key environmental design features.

- Engagement with Capricorn Conservation Council and Queensland Conservation Council (QCC) regarding turtle movements around the weir.

The Alliance also regularly participates in a range of regional business and industry forums and events, including:

- attending and presenting at the Capricorn Enterprise's Major Projects Forum, along with local suppliers, local government representatives, lead industry bodies and various commercial operations operating in the region
- attending Advance Rockhampton Industry Forums
- attending the Capricorn Catchment Annual General Meeting.

2.2.2.6 Complaints

All complaints are triaged by a member of the Alliance's Community and Stakeholder Relations Team (CSRT) as the designated complaints handling representatives for the Project. Complaints are escalated to relevant Sunwater personnel for their input and appropriate resolution and recorded into the Consultation Manager database. The Alliance are dedicated to maximising community and stakeholder satisfaction through effective and efficient response.

The Alliance received five complaints for the reporting period which were received via phone, fac-to-face, and email. Details include:

- A complaint received via phone from a near neighbour regarding the cattle grid on Thirsty Creek Road being filled with soil allowing cattle to cross over. The Alliance acknowledged this call and immediately sent an excavator to rectify the issue. The Alliance called the landowner to advise the issue had been resolved with 24 hours of receiving the call.
- Two complaints were received by phone regarding dust from vehicle movements along Riverslea Road. The Alliance acknowledged both call and dispatched the water cart to provide dust suppression prior to the movement of any vehicles along Riverslea Road. The Alliance called both landowners to advise of this action.
- A complaint received via a face-to-face meeting from a local landowner regarding truck driver showing a lack of consideration for local road users. In response to this, the Alliance Construction Manager contacted all subcontractors to advise to be respectful to local road users. This action was communicated to the landowner who made the complaint and closed out with a 48-hour period.
- The final complaint was a continuation of a complaint made in the previous reporting period and finally closed out in March 2023. A complaint lodged by e-mail with Minister Butcher's office from Ochre Australia. The majority owned Indigenous company is contracted to the Gangulu people. Ochre Australia alleged that the Alliance poached staff to work on the Project following the November 2021 workforce standdown. Ochre Australia claimed it had been left out of pocket as previously employed people joined the Alliance directly in March 2022. In March 2023, the Alliance Manager and stakeholder relation advisor visited the compliant at their Rockhampton office to work through each issue. The owner of Ochre then visited the construction site to discuss further business opportunities with the Site Superintendent. These two actions closed out this long running complaint.

2.2.3 Communication activities

To build an understanding of the Project within the region, Sunwater has implemented a range of communication tools to support the timely distribution of project information. They are described in the following sections.

2.2.3.1 Rookwood Weir community portal

The Rookwood Weir community portal sits on the Sunwater website and provides a comprehensive online platform for community members and stakeholders to find information about the Project. The portal includes a project overview, monthly progress reports, the latest news and events, FAQs, landholder support, environmental management plans, employment and procurement opportunities and contact points for further enquiry.

2.2.3.2 Rookwood Weir Roundup

The Rookwood Weir Roundup is a project e-newsletter available on the community portal and sent to stakeholders registered on the distribution list to receive project updates. The newsletter informs readers of construction progress and key project milestones, community events past and planned, up to date project timelines and current employment and procurement opportunities. To date, (18) editions of the Rookwood Weir Roundup have been issued.

2.2.3.4 Social Media

The Rookwood Weir Facebook page provides regular updates about the Project and the works underway. The page also provides an additional publicly available communication pathway to reach the Alliance via Facebook Messenger. As of September 2023, the Facebook page had approximately 1,900 followers, an increase of 300 followers since the end of September 2022.

Sunwater posts approximately two to six posts per month on the Project's Facebook page, with the number of views steadily increasing. The most successful Facebook post over the past 12 months was the completion of the Rookwood Weir spillway which was shared widely across Facebook. This demonstrated a growing interest in the Project, with people actively seeking out project updates and opportunities.

2.3 Future Strategies

The following strategies are proposed to support community and stakeholder engagement:

- continued implementation of the SMP, including a quarterly review of methods to engage with council, local business and industry groups, community members and landholders.
- continue to identify opportunities to focus on attendance at external events and school assemblies, static displays in shopfronts, and more dynamic online content such as videos.
- When Sunwater starts operating Rookwood Weir in early to mid 2024 (dependent of the weir filling), it will continue to actively engage with stakeholders to maintain a positive social licence to operate.

3. Employment, Training and Development

This section addresses the Coordinator-General’s Condition 2 (b) “provide local and regional employment, training and development opportunities and to mitigate and manage any project-related impacts on local labour markets.”

3.1 Desired Outcomes

The Project is committed to contributing to economic growth by sourcing products and services from regional businesses and providing employment to Central Queenslanders. The Project will require approximately 230 construction workers across the construction period.

The Alliance is committed to maximising local and regional employment and industry participation while managing potential impacts on local labour markets to deliver the most benefit to the region in which the Project is located.

To do this, the Alliance has set out commitments to local employment and local spend.

Table 3.1 – Local Commitment – Employment and Spend

Zones	Employment	Apprentices and trainees	Aboriginal and Torres Strait Islander jobs	Local spend targets
Within 125 km radius of site (Zone 1)	105	20	6	65.6%
Within 300 km radius of site (Zone 2)	76	14	3	6.5%
In Queensland (Zone 3)	49	8	2	23.5%
Outside Queensland	4	0	0	4.3%

3.2 Management Measurers

The Project has adopted the following measures to manage workforce and procurement commitments while maximising local and regional benefits. These include:

- an Employee Relations Management Plan (ERMP) outlines the Alliance’s commitments to achieving best practice industrial relations on the Project according to the Queensland Procurement Policy (QPP). The ERMP outlines targeted initiatives to recruit and retain local and Aboriginal and Torres Strait Islander workers, apprentices, and trainees.
- a Contracting Strategy Plan detailing the strategy for procurement of all goods, services and works intended to be sourced by the Alliance as part of the delivery of the Project.
- an SMP that details engagement methods with key stakeholders such as local landowner, local, state and federal government representatives and departments and local industry groups
- Industry Participation Plan (IPP) detailing the framework for procedures and methodologies to meet the Project’s local industry objectives.

3.3 Monitoring Results – Year 3

During the reporting period, the Project experienced two inundation events that resulted in the reduction of works at the site (October 2022 and January 2023). During these inundation events the Alliance kept its workforce productive by focussing on out-of-river activities.

As of September 2023, 91 direct wages employees were engaged by the Project. At the end of the reporting period, advertisements on various recruitment platforms were reduced as short-term vacancies were filled. **Error! Reference source not found.** provides an overview of employment commitments versus actual recruitment on the Project, post inundation event, up to 30 September 2023.

Table 3.2 Local Employment Progress as of 30 September 2023

Category	Procurement zones	Commitment	Progress to date	Commitment status
Local job opportunities	Zone 1 – within 125 km	105	160	Exceeded
	Zone 2 – within 300 km	76	19	In progress
	Zone 3 – within Queensland	49	190	Exceeded
	Zone 4 – outside of Queensland	4	31	Exceeded
Apprentices and trainees	Zone 1 – within 125 km	20	17	In progress
	Zone 2 – within 300 km	14	3	In progress
	Zone 3 – within Queensland	8	11	Exceeded
	Zone 4 – outside of Queensland	0	1	Not applicable
Aboriginal and Torres Strait Islander jobs	Zone 1 – within 125 km	6	13	Exceeded
	Zone 2 – within 300 km	3	1	In progress
	Zone 3 – within Queensland	2	5	Exceeded
	Zone 4 – outside of Queensland	0	2	Not applicable

The Project has continued to exceed local employment commitments for Zone 1. However, it is yet to achieve its employment target for the central Queensland region (Zone 2). This shortfall has primarily been met through recruitment across Queensland (Zone 3) and nationally (Zone 4), which has exceeded these commitments.

The Project reached its commitment for apprentices and trainees across Queensland (Zone 3), however, it is yet to meet commitments for the remaining zones engaged on the Project. This has been impacted by reduced direct labour hire and increased contractor employment, attracting employees outside Zone 1. The demand is unlikely to increase greatly as the project nears completion and there will be limited job opportunities. However, short-term opportunities may emerge across the remainder of the Project.

Following the workforce stand down, the Project has met its employment commitment for Aboriginal and Torres Strait Islander jobs in Zone 1, however, falls short in Zone 2 and Zone 3. Similarly, opportunities may emerge for short-term vacancies throughout the remainder of the project if the demand for workers increases.

Across all three employment categories, procurement commitments from Zone 2 demonstrates the largest shortfall across the four zones. This likely correlates with regional employment characteristics and labour market trends. **Error! Reference source not found.** shows the smoothed average unemployment rates for each procurement zone, defined by compiling the unemployment rates of each LGA that sits entirely or, for the most part, within each zone¹.

Zone 2 demonstrates the lowest average unemployment rate during the year across all procurement zones. Small area labour market data for the June 2023 quarter is delayed and was no available at the time of writing. However, the Queensland and National unemployment rates continued to fall to record lows in the June Quarter indicating there is likely significant competition for employees and fewer people seeking employment. Queensland continues to maintain a low unemployment rate of 3.5% for the majority of the reporting period.

Table 3.3 Smoothed Averaged Unemployment Rates (%) Across Designated Zones

Employment and procurement catchments	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Zone 1 – LGA’s within Zone 1	5.3	5.0	4.7	3.9	
Zone 2 – LGA’s within Central Queensland not in Zone 1	3.9	4.3	3.4	3.6	3.9
Zone 3 – Queensland	4.0	3.7	3.6	3.8	3.8
Zone 4 – Australia	3.5	3.6	3.5	3.5	3.5

Source: National Skills Commission, Small Area Labour Markets, June quarter 2023

Given the significant constraints in the Queensland labour market, which is reflected across the Zone 1 and 2, the Alliance found it challenging to attract people to work on the project, particularly from Zone 2 (Central Queensland) as it was competing against other major infrastructure projects (renewable energy and the mining sectors in Mackay, Bundaberg and the Bowen Basin region).

3.3.1 Procurement Activities

In compliance with the Queensland Procurement Policy (2018), Sunwater and Alliance partners provide local industry with ‘full, fair and reasonable opportunity’ for capable local and Indigenous industries to compete for work or participate in project supply chains.

As part of the Project, Sunwater partnered with ICN to connect contractors, subcontractors and suppliers with project opportunities. Local industry operators registered their interest through the supplier portal available on the Project webpage. During the reporting period, the Alliance had procured suppliers for all future work on the project, and the portal was closed in December 2021.

The Project website provides details of job opportunities and vacancies, when advertised through links to Seek and the McCosker Contracting website. Throughout the reporting period, employment advertisements were reduced as short-term vacancies were filled. It is important to note that the workforce peaked between May to August 2023, and after this period the workforce reduced week-on-week as work fronts were closed out and the weir construction activities were nearing completion.

¹ Zone 1 LGA’s: Rockhampton Regional Council, Livingstone Shire, Central Highlands Regional Council, Gladstone Regional Council, Banana Shire and Woorabinda Aboriginal Shire Council
 Zone 2 LGA’s: Isaac Regional Council, Mackay Regional Council and Bundaberg Regional Council

3.3.1.1 Local Spending Commitments

Table 3.4 shows the current status of local spending commitments for the Project. The Project has exceeded Zone 3 and Zone 4 spending targets, with Zone 1 and Zone 2 in progress, however, both targets are unlikely to be achieved. This is primarily attributed to the unavailability of specialist equipment for critical items in the Central Queensland region, resulting in these being procured overseas or interstate. Zone 1 spend is progressing close to the Project target and has increased since the previous reporting period. Zone 2 has decreased since the previous reporting period, however, it remains low.

Table 3.4 Local Spend Tracking

Procurement zone	Local spend targets	Progress (% to date)
Zone 1 – within 125 km	65.6%	52.1%
Zone 2 – within 300 km	6.5%	0.9%
Zone 3 – within Queensland	23.5%	33.8%
Zone 4 – outside of Queensland	4.3%	13.2%

3.4 Mitigations Update and Future Strategies

No further updates to mitigation measures are applicable as construction will be complete by 30 November 2023. As Sunwater transitions into the operational phase of the project, the following procurement strategies shall be undertaken to meet local spend targets:

- electrical and mechanical contractors for maintenance of weir; and
- a significant component for the operation of the weir are environmental activities as detailed in the EIS (i.e. water quality monitoring, turtle and fish monitoring, feral pest removal etc)

4. Housing and Accommodation

The following section addresses the Coordinator-General’s Condition 2 (b) “mitigate and manage any impacts of the Project on the local and/or regional housing markets”.

4.1 Desired outcomes

The Project results in no significant impact on local housing and short-term accommodation during construction.

4.2 Management Measures

A 250-bed accommodation camp has been developed adjacent to the Project site to house project workers and visitors and minimise potential impacts on local and/or regional housing markets.

4.3 Accommodation Camp and Housing Availability

The accommodation camp became operational in March 2021 upon being granted its Certificate of Occupancy by RRC. For the reporting period, the occupancy rate of the Project accommodation camp has been between 80 to 100 per cent. The camp is expected to close on 9 November 2023 and the remaining workforce will commute between Rockhampton and the construction site until practical completion (30 November 2023).

4.4 Mitigations Update and Future Strategies

No applicable as construction will be complete by 30 November 2023. Sunwater has procured an operations team (<10 people) and this is not expected to impact on the local and/or regional housing markets.

5. Community Health, Safety and Wellbeing

This section addresses the Coordinator-General's Condition 2 (b) "mitigate and manage any impacts of the Project on community health, safety and wellbeing".

5.1 Desired Outcomes

Community health, safety, and wellbeing cover a broad range of issues, from worker conduct, road safety, and community cohesion. The Alliances desired outcome for community health safety, and wellbeing are:

- safety cannot be compromised. The Project is expected to create a culture where the safety of the workforce, operators of the Sunwater network, and the general community is paramount
- the Project meets all obligations to impacted stakeholders and demonstrates genuine sensitivity to Sunwater's operations personnel, adjoining landowners, businesses, communities and residents
- the Project adopts and encourages values and behaviours consistent with those contained in Sunwater's Corporate Values and Code of Conduct.

5.2 Management Strategies

The Project has adopted the following measures to manage workforce and procurement commitments and maximise local and regional benefits:

- a Construction Environment Management Plan (CEMP) provides a framework for how the Alliance will manage and control environmental aspects of the Project during construction phases, including amenity and nuisance activities (noise and vibration), air quality and traffic
- a project Health Safety and Environment Management Plan (HSE Plan) which outlines policies and procedures to ensure the health and safety of employees and the community within which the Project will operate
- a COVID Safe Project Plan to identify and manage the requirements relating to COVID-19
- an Incident/Crisis Management Plan to enable the Project to manage most emergencies as they may affect Engineering employees, subcontractors, clients and the public where an emergency may arise
- an SMP to guide ongoing communication and engagement activities that build awareness of the Project and identify opportunities to improve community outcomes
- the Rookwood Weir non-negotiables and camp rules document outlines core workforce commitments to health, safety, and behaviour at the accommodation camp.

5.3 Implementation Status

5.3.1 COVID-19 Response

The Alliance continues to implement the COVID Safe Project Plan to identify the ongoing requirements relating to COVID-19 and successfully manage the Project's exposure and reaction to COVID-19 related incidents.

5.3.2 Social Investment

The Alliance has implemented several initiatives to deliver positive outcomes for the broader community, including sponsorships, training opportunities and landholder support.

5.3.2.2. Landholder Support Program

Sunwater has continued its partnership with Advance Rockhampton to lead its Landholder Support Program, open to landholders within the Lower Fitzroy River area. Landholders who have registered an

expression of interest for water have been able to seek specialised advice on a range of issues, such as transitioning to higher-value crops and tendering advice.

Under the program, Sunwater has provided Advance Rockhampton with funding to administer the grants application process to enable landholders access to services. This includes farm and land use planning, agronomy assessment, irrigation design, commercial feasibility and legal advice.

In November 2022, a media release was issued by Minister Butcher's office (Rookwood water tenders to support good farming jobs in CQ) regarding 21 landholders who were successful in their bid for a water allocation from Rookwood Weir. This received positive media coverage across local TV, radio and newspaper.

5.3.2.3 Community Sponsorship

The Alliance has contributed to various community events and initiatives over the previous year that support community cohesion, connection and wellbeing. Some of these events include:

- sponsorship of the Rockhampton River Festival (October 2023), promoting the benefits of Rookwood Weir's water storage to an audience estimated to be more than 70,000 people. Rookwood Weir Project signage promoted the 'winter wonderland display for the duration of the three-day event. The signage highlighted and promoted the key legacy aspects of the project, including the diversity of agricultural activities and the skills development of Central Queensland workers on the project.
- sponsorship of the RACQ Capricorn Rescue Helicopter, a \$25,000 commitment to help ensure the service continues to offer a dedicated aerial search and rescue helicopter with full aeromedical and counter disaster capabilities in Central Queensland. This sponsorship concluded at the end of June 2023.

5.3.2.4 Legacy Initiatives

The Alliance undertook a range of activities to demonstrate a commitment to the health, wellbeing and future of the community. These include:

- hosting site tours and career development sessions with local state schools and universities
- a 'Containers for Change' initiative at Rookwood Weir Camp which has provided more than \$11,000 to local community groups (Gogango, Duaringa and Westwood State Schools, Duaringa Rural Fire Brigade, Gogango Community Hall)
- construction of turtle and fish passage infrastructure to facilitate the movement of turtles and fish around Rookwood Weir, providing additional habitat for the Fitzroy River turtle and the white-throated snapping turtle.

5.4 Mitigations Update and Future Strategies

With practical completion of Rookwood Weir scheduled for 30 November 2023, the key focus for the Alliance is:

- The safe demobilisation of the site to ensure minimal social impacts on the community i.e. managing dust, noise and vehicle movements.
- Rehabilitation of leased land returned to landowners.

All future operational work shall be undertaken as per Sunwater’s Health and Safety management system requirements to ensure the safety and wellbeing of Sunwater employees, subcontractors and the community. The operation of the weir shall be undertaken as per the DRDMW approved Resource Operation Licence (ROL).

Appendix

Communication and Engagement Tools

A wide range of activities and tools will be used to provide various opportunities for the community and stakeholders to be involved. **Error! Reference source not found.** provides an overview of the communications and engagement methods that the Alliance uses to provide regular information about the Project (including notification of key project milestones, timeframes, potential impacts, and benefits) to interested and affected stakeholders.

Table A.1 Summary of communication and engagement activities and tools

Activity	Description	Frequency
General communication		
Review and update Stakeholder Engagement Plan	The Stakeholder Management Plan has recently undergone an update to align with the new project approach of “bringing the Project to the public” rather than “bringing the public to the Project.”	Annually
Dedicated contact points	Community members can contact the Alliance directly by: Calling: 1800 423 213 – Monday to Friday between 9:00 am and 4:00 pm Emailing: rookwood.weir@sunwater.com.au.	Ongoing
Website	The dedicated project website provides a Project overview, including key project milestones, documentation, environmental monitoring, consultation activities, feedback mechanisms, and print communications. Website: https://www.sunwater.com.au/projects/rookwood-weir-project/ .	Ongoing
Social media campaign	Use of Sunwater and share with local Councils social media pages to share the Progress Update; Community Update; Transport Impacts; All contact details and advertise the site tours, community events and static displays.	Ongoing
Newsletter – The Rookwood Roundup	Newsletters are posted on the Project website and distributed to the community every quarter. Details include: Progress Update; Community Update; Transport Impacts; All contact details and offers to meet to discuss the work/project further.	Quarterly
Rookwood Weir Project Progress Report	A monthly project dashboard released on the Project website providing details on the status of construction activities, workforce numbers and procurement activities.	Monthly
Fact sheet	Fact sheets and frequently asked questions (FAQs) are available to inform stakeholders about key elements, including design, construction or operational elements, and issues such as noise or amenity.	As required

Public notifications	<p>Advertisements are published in local newspapers to keep the broader community informed about the Project’s status and milestones achieved.</p> <p>Community notices are distributed to the surrounding catchment to advise of upcoming events and potential impacts associated with the Project.</p>	As required
Static display	<p>Static displays are used to disseminate information and may take the form of, but are not limited to, posters, community noticeboards and venues; and collateral (fact sheets, newsletters) made available at these displays.</p>	As required

