

Rookwood Weir Project

Social Impact Management Report – Year Five

December 2025



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REVIEW AND APPROVAL

ROLE	POSITION	NAME	SIGNATURE	DATE
AUTHOR	Stakeholder Relations Advisor	Sarah O'Grady		25/11/2025
REVIEWER	Executive General Manager Customer and Stakeholder Relations (Acting)	Natalie Bain		3/12/2025
APPROVER	General Manager - Operations Fitzroy	Craig Cahill		4/12/2025

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1. Introduction

1.1 Purpose

This Social Impact Management Report (SIMR) addresses the Coordinator-General's conditions of approval for the Rookwood Weir 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 outlines the social impact management strategies implemented by Sunwater during the operation of the weir and presents the outcomes of these strategies.

With the weir fully operational during the reporting period (1 October 2024 – 30 September 2025) and Sunwater's existing operational policies in effect, the structure and focus of this year's report has been adjusted to reflect the current phase of activity. As such, the report has been streamlined to include only the most relevant sections.

This document represents the fifth and final report in the series; no further SIMRs will be produced.

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 water availability and future demand, and how demand could best be met while protecting natural values and ecosystems.

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

- 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 that are at or approaching full usage
- some existing water supply schemes that are performing below water user requirements
- water demand projections that indicate regional supply shortfalls for urban, industrial, coal mining and agricultural requirements.

The CQRWSS identified the Fitzroy River as the ideal location for the region's next main water storage. It identified the development of a new weir at Rookwood and/or the raising of the existing Eden Bann Weir as the preferred solutions to meet the region's urban and industrial water needs. The Queensland Government subsequently declared in July 2007 that the Gladstone Area Water Board (GAWB), Sunwater and the former Rockhampton Shire Council—now Rockhampton Regional Council (RRC)—and Livingstone Shire Council would be 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, necessitating an Environmental Impact Statement (EIS). 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.

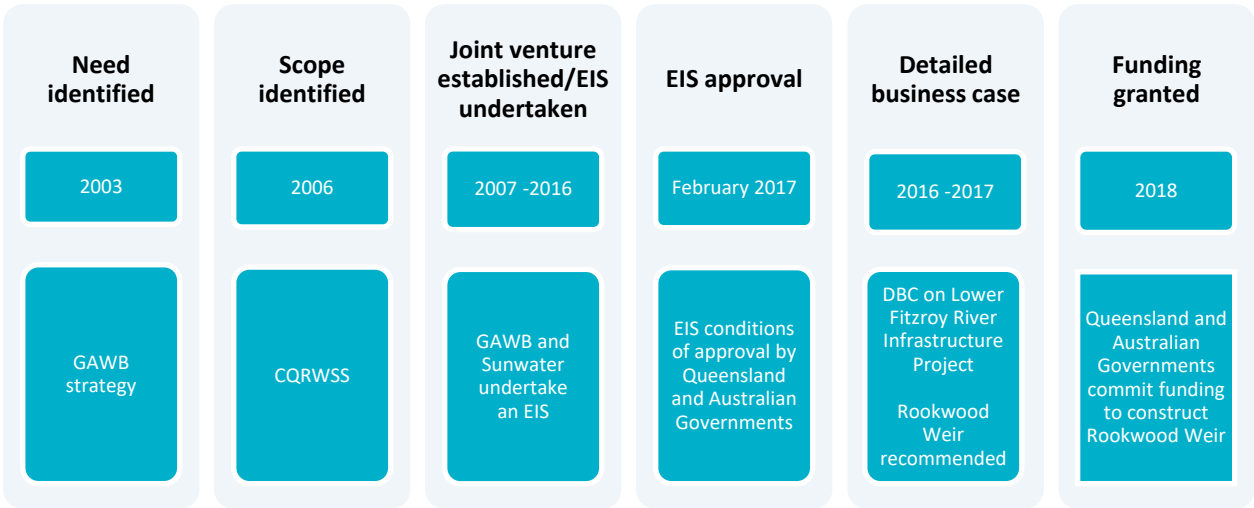
Following approval of the LFRIP EIS, Building Queensland finalised the detailed business case (DBC). It was released to the public in January 2018, with a commitment by the Australian Government to partially fund the project, subject to the outcomes of the DBC. The DBC focused on the Rookwood Weir component 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 project costs had increased beyond those outlined in the DBC and above the funding commitments by the Queensland and Australian governments. The project was therefore developed as an ungated weir, as identified and assessed in the LFRIP EIS as Stage 1 (concrete crest to RL 45.5), optimising water yield for the previously committed budget.

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

The project moved through several stages before construction started, as shown in the graphic below.

Figure 1 Pre-construction project stages



In 2024, Sunwater applied for and was granted another four-year extension to the EIS approval for the raising of Eden Bann Weir as part of the LFRIP. This additional extension, which expires on 8 December 2028, provides the opportunity to further investigate long-term water security options for the region if required in response to demand changes.

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 single supply source risk.

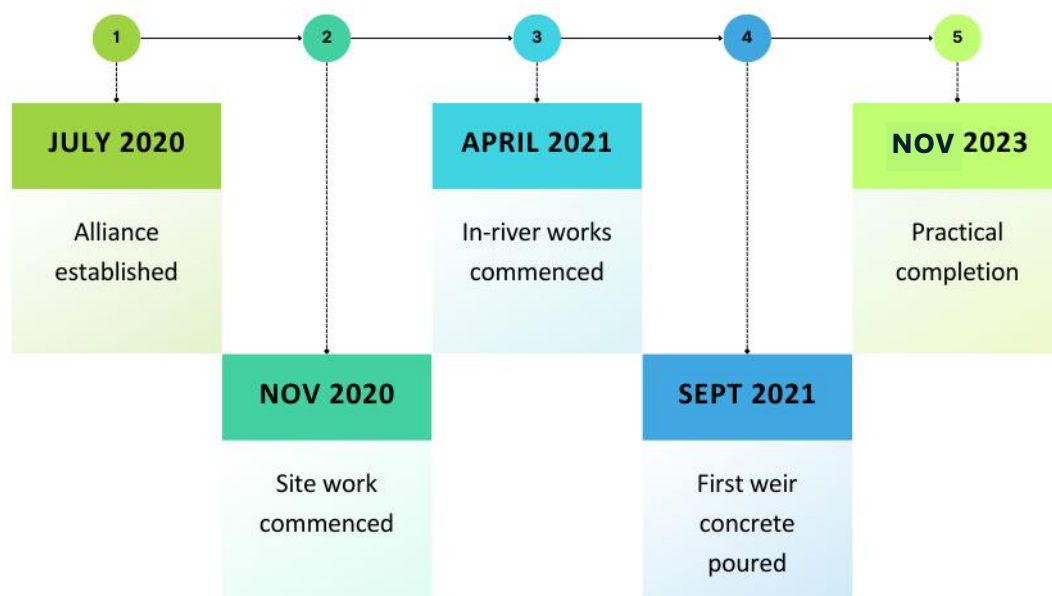
In 2006, the CQRWSS identified the Fitzroy River as the ideal location for the region's next main water storage. It proposed the development of a new weir at Rookwood or the raising of the existing Eden Bann Weir as the preferred solutions to meet the urban and industrial needs of the region. In July 2007, the Queensland Government declared that GAWB, Sunwater and the former Rockhampton and Livingstone shire councils would come together as proponents of the Lower Fitzroy Joint Venture. The project would be referred to as the LFRIP and 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 EIS progressed through several Australian and Queensland government milestones before final terms of reference were issued in September 2014. In 2013, GAWB released its strategic water plan, which explored options to increase water security through the construction of the Gladstone-Fitzroy Pipeline project and Rookwood Weir.

Public consultation on the draft EIS occurred between July and August 2015. Following feedback, amendments were made during 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 then Federal Minister for the Environment and Energy's assessment decision notice in February 2017.

1.4 Rookwood Weir (Managibei Gamu) timeline

Figure 2 Timeline for construction of Rookwood Weir (Managibei Gamu)



The Rookwood Weir Alliance, comprising Sunwater as construction authority, operator and water marketer, GHD as designer, and ACCIONA and McCosker Contracting as the constructor, was established in July 2020. It started on-site construction activities in November 2020 (as noted in the diagram above). The early focus was on the removal of 800,000 cubic metres of rock and soil on the left and right banks.

In-river work started in April 2021 with digging and preparation of foundations for the weir structure. The project's 250-room camp, located two kilometres from the construction site, opened in April 2021. First concrete for the weir was poured 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 was achieved in late November 2023.

The Alliance demobilised from site in December 2023, at which time Sunwater officially took control of the weir. Rectification work and wet commissioning – a process that involves testing weir infrastructure such as pumps and outlet valves – was undertaken in early 2024.

Sunwater commenced environmental monitoring activities (as part of imposed State and Commonwealth environmental conditions) on private and public land in early 2024. These included:

- feral pest management
- clearing invasive weeds
- water quality monitoring
- turtle and fish monitoring and management.

On 21 June 2024, the Queensland Government (represented by the then Department of Regional Development, Manufacturing and Water) transferred ownership of the weir to Sunwater.

Customers were successfully onboarded to the Rookwood Weir Water Supply Scheme (WSS) from mid-2024, and first water was delivered in August 2024.

1.5 Conditions of approval

Rookwood Weir (Managibei Gamu) was developed in accordance with its Material Change of Use Development Approval, with requirements including compliance with the Coordinator-General's imposed conditions.

The Coordinator-General's imposed condition 2 requires the proponent to report on 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 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 Table 1 below. This structure ensures the requirements of imposed condition 2 are met. With the weir now fully operational and Sunwater’s operational policies in effect, this year’s report has been streamlined to reflect the current phase and includes only the most relevant sections.

Table 1 SIMR structure

Section	Section title	Description of content
1	Introduction	Provides background information on the Rookwood Weir Project and initial operation of the weir. Details the purpose and structure of the SIMR.
2	Stakeholder and community	Reports on Sunwater’s engagement activities during the initial operation of the weir.
3	Employment, training and development	Reports on Sunwater’s employment, training and development strategies during initial operation of the weir.
4	Housing and accommodation	Reports on Sunwater’s management strategies that address housing availability during initial operation of the weir.
5	Community health, safety and wellbeing	Reports on Sunwater’s commitments and management strategies that address safety and wellbeing during initial operation of the weir.
6	Conclusion	Provides a concluding statement about the report.

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.*

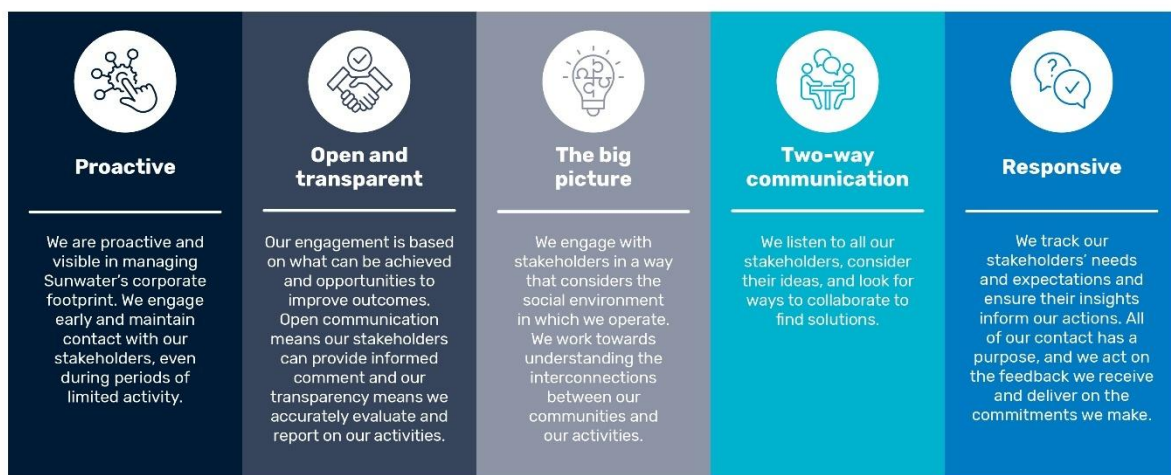
2.1 Desired outcomes

Sunwater remains committed to meaningful stakeholder engagement by maintaining strong relationships, addressing local concerns and identifying opportunities that support regional and economic development.

Sunwater’s approach to community and stakeholder engagement during operations continues to be guided by key documents including Sunwater’s Stakeholder Engagement Policy and Sponsorship Policy, which help ensure our engagement is consistent, purposeful and aligned with our organisational values.

Sunwater’s stakeholder engagement is built around five core principles.

Sunwater engagement principles



These principles underpin our commitment to:

- driving customer-focused decision-making
- fostering supportive, informed and engaged shareholders
- building respectful and enduring community partnerships.

In addition, Sunwater’s Stakeholder Management Plan (SMP) for the Rookwood Weir WSS is continuing to guide communication and engagement with stakeholders and the community during operation of the weir. The objectives of the SMP are to:

- build an understanding of the operation of Rookwood Weir (Managibei Gamu) and the Rookwood Weir WSS within the region and, more broadly, Queensland
- create and maintain effective dialogue with stakeholders
- identify and mitigate risks before they escalate
- consult, inform and educate stakeholders on the Rookwood Weir WSS.

2.2 Communication and engagement summary

2.2.1 Communication and engagement activities

Between 1 October 2024 and 30 September 2025, Sunwater undertook 106 communication and engagement activities with a broad range of stakeholders including landowners, Traditional Owners, customers, local and state government and the wider community. Sunwater used these activities and channels to build understanding of the operation of the weir and respond to stakeholder interests.

Key communication and engagement activities in the reporting period included:

- **Direct communication** – Sunwater engaged with a variety of stakeholders via emails, phone calls, text messages and letters. These communications covered operational matters such as land access for environmental monitoring, customer water orders and meter-related enquiries.
- **Newsletter** – a newsletter was published on Sunwater’s website in March 2025 and distributed to landholders. It provided an update on operational matters at Rookwood Weir (Managibei Gamu), the environmental monitoring program and details of upcoming landholder information sessions.
- **Meetings** – Sunwater held both in-person and online meetings to discuss matters of shared interest with stakeholders including landholders, customers, contractors, Woorabinda Shire Aboriginal Council, Advance Rockhampton, Fitzroy Basin Association, Capricorn Catchments, Capricorn Conservation Council, Queensland Conservation Council Fitzroy Partnership for River Health and the Darumbal People.
- **Fact sheets** – two fact sheets were developed to provide clear, accessible information on specific topics:
 - *Water Lettuce fact sheet* (March 2025)
 - *Land Management Code of Practice fact sheet* (August 2025).
- **Webpage updates** – the Rookwood Weir WSS web page was regularly updated with operational information. The project web page remains accessible during the operations phase, allowing community members and stakeholders to access historical information about the project and construction of the weir.
- **Information sessions** –
 - Landowner sessions – two sessions were held in April 2025: one in Duaringa and one in Gogango. Based on feedback received at the sessions, a subsequent information session on 30 October 2025 (outside of the reporting period) was opened to the broader community.
 - Customer sessions – two in-person sessions were held at Sunwater’s Rockhampton office in June 2025. Customers who attended expressed appreciation for the face-to-face sessions and valued the opportunity to discuss customer-related matters in depth.
- **Site visits and community day tours** –
 - Approximately 30 agricultural professionals toured Rookwood Weir (Managibei Gamu) on 15 February 2025 as part of the EvokeAg conference Central Queensland CQ AgTech Innovation Showcase Tour. The visit provided valuable insights into how the weir is supporting the growth of Central Queensland’s food bowl economy.
 - Approximately 50 industry stakeholders toured Rookwood Weir (Managibei Gamu) on 18 June 2025 as part of the 2025 Australian Water Association (AWA) Regional Technical Event.
 - 120 community members participated in a fully booked series of guided tours at the weir on 14 September 2025. Attendees shared positive feedback about the opportunity for the community to attend the tours, highlighting their appreciation for the event. The event fulfilled a commitment made during the project’s construction to host the community at the weir.
- **Media stories** – several media stories highlighted key milestones and community initiatives:
 - 18 September 2025 – *Rockhampton High School aquaculture centre*: students released barramundi fingerlings into the Fitzroy River. The aquaculture centre where the fingerlings were raised was partially funded by Sunwater.

- 4 September 2025 – *Fitzroy Barrage fishway* (ABC interview): Sunwater’s Executive General Manager (EGM) Operations Colin Bendall discussed the benefits of the new fishway, which was funded by the Rookwood Weir Project.
- 22 May 2025 – *Turtle passage at Rookwood Weir (Managibei Gamu)* (ABC interview): EGM Operations Colin Bendall talked about how the innovative structure was supporting some turtle species in the Fitzroy River. The story was widely syndicated across the national ABC network.
- 26 November 2024 – *Engineering News-Record global award*: Sunwater’s Rookwood Weir (Managibei Gamu) won the Water/Wastewater category, standing out for its innovative design, collaboration and contribution to water security in regional Queensland.
- **Social media** – during the reporting period, Sunwater published four posts on Facebook and five posts on LinkedIn related to the weir and its operation. Topics included community tours and turtle tagging activities on the Fitzroy River.

2.2.4 Traditional Owner engagement

Sunwater continued to foster positive relationships with Traditional Owners affected by the water storage easement for Rookwood Weir (Managibei Gamu) during the reporting period. Engagement was maintained through a range of channels including email, phone conversations, face-to-face meetings and the ongoing implementation of an Indigenous Land Use Agreement (ILUA).

Under the ILUA with the Darumbal People, representatives from the Department of Local Government, Water and Volunteers (DLGWV) and Sunwater are required to meet with Darumbal Elders annually during the operational phase of Rookwood Weir (Managibei Gamu). These meetings provide a forum to discuss ILUA commitments and ongoing collaboration. During the reporting period, a meeting was held on 3 October 2024 to explore continuing cultural and economic development opportunities.

Between 1 October 2024 and 30 September 2025, Sunwater also continued to engage with Traditional Owners on matters relating to employment and environmental management opportunities linked to the operation of Rookwood Weir (Managibei Gamu). Tunuba Pty Ltd - a Darumbal joint venture business - delivered environmental services such as turtle monitoring, nest protection, feral pest management and water quality monitoring. Additionally, a Darumbal Traditional Owner who initially joined Sunwater in early 2024 in a full-time entry-level role has moved into a more senior position within the environmental team.

2.2.5 Government engagement

In the 12 months to 30 September 2025, Sunwater maintained regular engagement with its shareholding Ministers and relevant government departments, providing ongoing updates on operational activities. On 23 September 2025, the Minister for Water, the Honourable Ann Leahy MP, together with members of her office, visited Rookwood Weir (Managibei Gamu) for a site tour.

Sunwater also continued to engage regularly with the Federal Department of Climate Change, Energy, the Environment and Water (DCCEEW) and State Department of Environment, Tourism, Science and Innovation (DETSI) regarding environmental compliance and management.

In addition, regular consultation with Rockhampton Regional Council about managing water lettuce in the Fitzroy River catchment by establishing an on-site weevil breeding facility was maintained through phone, email and face-to-face meetings. Correspondence with Woorabinda Aboriginal Shire Council also continued, with efforts progressing toward finalising an offset agreement.

2.2.9 Complaints

During the reporting period, no formal complaints were received. However, some irrigator customers expressed negative feedback regarding the development of farm plans, as required under the Land Management Code of Practice.

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 Management strategies

Sunwater remains committed to maximising local and regional employment opportunities during the operation of Rookwood Weir (Managibei Gamu).

To support this commitment, Sunwater has embedded a range of organisational policies and procedures that promote local employment and training. These include:

- Recruitment and Selection Procedure – outlines Sunwater's approach to attracting, selecting and appointing candidates
- Diversity and Inclusion Strategy – underpins Sunwater's shared direction and commitment to increase respect, value its diverse workforce and build a more inclusive workplace for the future
- First Nations Commitment Statement – outlines Sunwater's dedication to building authentic relationships with First Nations peoples, recognising cultural values and creating shared benefits for communities, customers and stakeholders.

In July 2023, Sunwater established a regional office in Rockhampton, creating local employment opportunities. As at 30 September 2025, the office accommodated nine full-time employees who support ongoing weir and scheme operations, with a total of 20 employees working from the office —an increase of one full-time and five overall since the previous reporting period.

In addition, Sunwater continues to engage local contractors to provide services at the weir including electrical work, waste disposal, weed management and crane hire. A range of contract opportunities will continue to emerge during the operation of the weir.

Ongoing strategies that continue to be implemented to support local and regional employment, training and development during the operation of weir include:

- collaborating with the Darumbal People to identify and deliver employment and environmental management opportunities
- continuing to engage local contractors to support operational activities where possible
- maintaining a regional presence through continued operation of the Rockhampton office.

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 Management strategies

Sunwater employs a dedicated operations team of nine full-time staff for Rookwood Weir (Managibei Gamu). As all team members are locally based and had local housing prior to joining Sunwater, there was no material impact on local and regional housing markets during the reporting period.

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 Management strategies

Sunwater remains committed to prioritising the health and safety of its workforce and the community throughout the operations phase.

During the reporting period, Sunwater continued to:

- update the SMP to reflect an operational focus, guiding ongoing communication and engagement activities aimed at raising awareness of the weir and identifying opportunities to enhance community outcomes
- implement a Public Safety Communication and Engagement Strategy across the organisation's footprint aimed at promoting safe behaviour around Sunwater's storages, including Rookwood Weir (Managibei Gamu), and driving positive behavioural change to reduce public safety incidents
- uphold Sunwater's Corporate Values and Code of Conduct across operational activities
- maintain physical safety infrastructure on site consistent with the weir not being publicly accessible, including a buoy line 200 metres upstream of the weir, fencing, signage and security cameras. Public access at Rookwood Weir (Managibei Gamu) remains strictly prohibited for safety reasons.

The operation of Rookwood Weir (Managibei Gamu) has also continued to involve a range of activities such as collecting, recording, processing and reporting data related to water supply, environmental conditions and safety. Instrumentation used to monitor storage water levels, water pressure, seepage and structural deformation is inspected daily, alongside routine physical inspections of the weir. Any unusual observations are promptly escalated to Sunwater's dam safety team for further assessment.

Sunwater reaffirmed its commitment to community wellbeing and engagement by sponsoring Rockhampton State High School's 2025 Barramundi Grow Out Program with a \$10,000 contribution. Additionally, Sunwater facilitated site tours for local community members, agricultural and water industry professionals, state schools and universities, fostering greater understanding of the weir's operations and positive impact on regional water security and the local economy, and strengthening relationships across the region.

6. Conclusion

Rookwood Weir (Managibei Gamu) is now fully operational. Its ongoing operations and any emerging social impact matters will be managed according to Sunwater's standard policies and procedures. This document is the final SIMR required by the Coordinator-General.