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Onshore Wind Pty Ltd

Social Impact Assessment

Cattle Creek Wind Farm

Date: 9 July 2026



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Prepared by	Scott Shearer, Comila Roebuck
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Prepared for:

RWE Cattle Creek Onshore Wind Pty Ltd

Prepared by:

Attexo Group Pty Ltd
attexo.com.au
ABN 75 637 138 008

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Executive summary

Introduction and purpose

RWE Cattle Creek Onshore Wind Pty Ltd (RWE) proposes to develop the Cattle Creek Wind Farm Project (the Project) about 25 km west of Cecil Plains and 65 km south-west of Dalby in the Toowoomba Regional Council (TRC) and Western Downs Regional Council (WDRC) local government areas (LGAs).

This Social Impact Assessment (SIA) has been prepared to support the Development Application (DA) for the Project under the *Planning Act 2016* (Planning Act) and prepared in accordance with the SIA Guideline and Supplementary material.

This SIA presents the identification and assessment of the Project's potential social impacts and include measures to enhance potential positive social impacts and mitigate potential negative social impacts. This includes an assessment of both direct and indirect social impacts on potentially affected stakeholders and communities throughout the project's lifecycle. In accordance with the SIA Guideline, this SIA addresses the following key matters:

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

Project overview

The proposed Cattle Creek Wind Farm will comprise up to 135 wind turbines and include battery energy storage. The Project is expected to generate up to 972 MW of wind energy and provide an additional 450 MW of battery storage capacity.

The following infrastructure is associated with the proposed Project:

- Wind turbine generator (WTG) foundations, crane hardstand, crane boom laydown blade laydown and a rotor assembly area
- Access tracks
- Underground cabling and overhead transmission lines
- Collector substations
- A switching station (constructed, owned and operated by Powerlink)
- Battery energy storage systems (BESS)
- Up to 6 permanent meteorological masts
- Construction compounds and laydown areas
- Concrete batching plants
- Operational and maintenance facilities
- Construction workers' accommodation facility.

The Project may also include the following infrastructure:

- Washdown areas
- On-site quarries with associated crushing and screening plant
- Communications tower.

Options for access to the site include:

- Cecil Plains Moonie Road (local road) via Taylor Street (local road) and Dalby-Cecil Plains Road (state-controlled road)
- Cecil Plains Moonie Road (local road) via Taylor Street (local road) and Toowoomba Cecil Plains Road (state-controlled road).
- Cecil Plains Moonie Road (state-controlled road) via Taylor Street (local road), Pampas Horrane Road and Gore Highway.



Construction

Construction of the wind farm is expected to start in 2028 and take up to four years to complete. Up to 500 workers are required at peak construction. Construction workers will be accommodated in an on-site camp.

Construction activities include site establishment, earthworks and civil works, transporting materials and equipment including OSOM items (wind turbine components) and installing project infrastructure. Temporary infrastructure will be dismantled and disturbed areas rehabilitated at completion of construction.

Services and infrastructure required during construction will be sourced as follows:

- Potable water will either be trucked in from an off-site municipal potable water source or sourced via a portable desalination plant (containerised reverse osmosis (RO) units).
- Non-potable water will be sourced from groundwater and surface water on the Project site to be used for dust suppression, concrete manufacture and other general construction activities
- Telecommunications will be provided in the site office and around the site.
- Electricity will be generated from diesel or renewable sources and may be sourced locally, if available.
- Sewage will be trucked off-site for disposal at an appropriately authorised facility or treated and disposed of on-site, subject to required approvals.

The following skills are required for construction:

- | | |
|--|---------------------------|
| • earthworks | • linesmen |
| • lift and shift | • site supervision |
| • formwork | • construction management |
| • concreting | • cramage |
| • civil, mechanical engineering | • security and safety |
| • electrical engineering | • administration. |
| • medium voltage and high voltage electricians | |

Operation

The operational life of the wind farm is up to 35 years.

Project operation involves operating and maintaining wind turbines and other permanent project infrastructure.

Up to 50 workers are required during operation. This includes up to 15 permanent operational employees, with the remainder making up maintenance crews who would only need to be on site for short periods several times a year.

Operational employees will be based locally potentially in either Dalby, Cecil Plains or Millmerran. Maintenance crews will be accommodated in short-term accommodation (for no more than 4 consecutive nights) or workforce accommodation in either Cecil Plains, Dalby, or Millmerran.

The skills and roles required during the operational phase include wind turbine generator technicians, site managers and administration.

Methodology

This SIA was developed in consultation with TRC and WDRC and key stakeholders from the nearby and surrounding communities of Dunmore, Cattle Creek, Weir River, Cecil Plains, Dalby and Millmerran. Stakeholders engaged include neighbouring landholders and farming families, local businesses and commercial agriculture enterprises, short-term accommodation providers, health and emergency services, education and training providers, and social services and community groups (Section 3.3.1).

The potential positive and negative social impacts of the Project were identified and assessed with consideration of:

- the nature of Project activities and the workforce profile
- socio-economic baseline characteristics of potentially affected communities



- outcomes of community and stakeholder engagement activities
- findings from other relevant technical assessments prepared for the DA.

Significance ratings were assigned to each potential positive and negative social impact based on their anticipated likelihood of occurring and the magnitude (Section 3.4). Significance ratings were assigned before applying management measures and after applying management measures (residual significance).

Measures to enhance potential positive impacts and mitigate potential negative impacts were developed to address identified social impacts assessed as being of medium or greater significance. Management measures were identified through consideration of Project impacts, SIA and Project-wide consultation, and existing SIA Project-team knowledge. These measures aim to link in with existing local and regional initiatives where relevant and possible.

Community and stakeholder engagement

Community and stakeholder engagement undertaken to inform the SIA included scoping meeting with TRC and WDRC, an SIA survey and a series of in-person and online/phone meetings and focus group sessions with key stakeholders.

The SIA survey was open from July to the end of October 2025. It was originally scheduled to close at the end of September but was extended to the end of October in response to stakeholder feedback. A total of 30 responses were received.

A total of 22 individual and focus group meetings were held in September and October 2025 with 48 participants from the following stakeholder groups:

- Local government
- Neighbouring landholders and farming families
- Local businesses and commercial agriculture enterprises
- Health and emergency services
- Education, employment and training providers
- Social services and community groups.

In response to stakeholder feedback, additional in-person focus group sessions were held with neighbouring landholders and farming families in October 2025.

The findings from SIA engagement are summarised in Section 5.2 and include:

- Suggestions to improve Project engagement and consultation to share Project information and promote engagement events
- Low unemployment and skills shortage. Interest in employment and training opportunities for young people and entry-level opportunities for the on-site camp.
- Concerns about construction workforce changing the community dynamics and community safety.
- Lack of affordable housing is a key constraint for communities. Concerns about construction workforce taking up local housing and displacing residents. Desire for new housing and accommodation to be delivered during operation, including to accommodate permanent operational workers who will live locally.
- Insufficient short-term accommodation in Cecil Plains to accommodate the construction workforce. General support for workers to be accommodated at the on-site camp.
- Expectation to prioritise and support local businesses in procurement activities.
- Concerns about potential impacts on neighbouring farming operations and commercial agriculture enterprises including traffic disruptions and delays; contamination, biosecurity and noise impacts affecting livestock health and wellbeing; impacts on groundwater; and bushfire risk.
- Concerns about the unequal distribution of benefits and impacts in the community relating to change in community cohesion and dynamics, and landscape and rural amenity.
- Desire for the community to grow with new families and new businesses attracted to the area. Opportunities to support expansion of existing services and attract new/reinstate services to the area.



- Concerns about demand on health and emergency services, impacts from additional traffic during construction, impacts on the environment and health from noise, shadow flicker, vibration and lighting.
- Uncertainty around decommissioning.

Impact assessment

The potential positive impacts of the Project with a residual significance rating medium or higher are:

- Workforce management
 - Increased employment opportunities during construction and operation
 - Increased training, skills and capacity building opportunities during construction and operation
- Local business and industry procurement
 - Increased economic activity for short-term accommodation providers during construction and operation
 - Increased economic activity for local businesses from project workforce spending during construction and operation
 - Increased local and regional supply opportunities contributing to revenue and business growth during construction and operation
 - Increased opportunity for industry and economic diversification during construction and operation
- Health and community wellbeing
 - Increase in community investment contributing to enhancement of community amenity and wellbeing during construction and operation
 - Diversification of income for host landholders during construction and operation
 - Increase in resident population during operation.

The potential negative impacts of the Project with a residual significance rating medium or higher are:

- Local business and industry procurement
 - Disruptions to agricultural operations from construction traffic
 - Increased biosecurity risks on agribusinesses during construction
- Health and community wellbeing
 - Increased stress and anxiety due to project uncertainty and anticipated change to community identity and way of life during pre-construction and construction
 - Increase in consultation fatigue due to multiple projects proposed and commencing construction
 - Increased traffic disruption, road safety risks and road condition deterioration during construction
 - Reduced health and emergency services capacity and access for the community during construction
 - Increased bushfire risk during construction
 - Loss of or decline in rural agricultural landscape amenity and impacts on visual amenity during construction and operation
 - Loss of or decline in ecological/environmental aspects valued by the community during construction and operation.

It is noted that there are no potential positive or negative social impacts with a residual significance rating higher than medium relevant to housing and accommodation. The Project's strategy to accommodate the construction workforce in an on-site camp effectively manages any potential negative impacts on housing in nearby communities and service centres. RWE has committed to work with TRC and WDRC to develop an approach for accommodating full-time operational workers including supplying new housing in Cecil Plains, Millmerran or Dalby.

Additional community investment opportunities

Stakeholder engagement also identified additional community investment opportunities that could provide further benefits above and beyond the Project's potential positive social impacts.



As part of enhancing the Project's potential positive social impacts, RWE has committed to collaborate with TRC and WDRC and the Dunmore/Cattle Creek and Cecil Plains communities on opportunities to provide benefits to the communities, including supporting the development of a Cecil Plains district community plan.

Additional opportunities identified by stakeholders from the Dunmore/Cattle Creek community include:

- Improvements to telecommunications coverage
- Improvements to road infrastructure, e.g. floodway upgrades, marked designated areas for stock crossings, signage ('no through road' at O'Connors Road and flood markers)
- School bus
- Electricity subsidies
- Community meeting area, e.g. RFS shed
- Support for environmental programs and wildlife carers.

Additional opportunities identified by stakeholders from the Cecil Plains community include:

- Upgrades to the boat ramp
- Improvements to Apex Park facilities
- Upgrade the bridge that crosses the Condamine River in/out of Cecil Plains
- Improvements to health service accessibility, e.g. GP
- Support for activities and programs targeting young people
- Support to expand the kindergarten
- Additional and diverse housing and accommodation
- Tourist attractions – paint the silos
- Flood mitigation
- Community bus
- Support to re-instate the Cecil Plains Crier
- Support for community events, e.g. re-instate Cecil Plains Rodeo
- Electricity subsidies.

Conclusion

Overall, the impact assessment concluded that the Project would result in 9 potentially significant positive impacts during construction and/or operation and 7 potentially significant negative impacts that would be limited to the construction phase, while 2 potentially significant negative impacts that could continue through to operation.

Several management measures outlined in this report involve collaboration with key stakeholders to develop more detailed management measures with the intention to further reduce potential negative impacts. It is anticipated that the outcomes of these more detailed management measures would further reduce the significance of potential negative impacts.

A social impact management framework has been outlined and provides for managing the Project's identified social impacts (negative impacts) and benefits (positive impacts) and includes a schedule for monitoring the delivery of the Project's social impact management plans.



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Abbreviations and acronyms

Term	Description
ABS	Australian Bureau of Statistics
APZ	Asset Protection Zone
ASGS	Australian Statistical Geography Standard
BESS	Battery Energy Storage System
BIBO	Bus-in, bus-out
BNTAC	Bigambul Native Title Aboriginal Corporation
CBA	Community Benefit Agreement
CHMP	Cultural Heritage Management Plan
CSEP	Community and Stakeholder Engagement Plan
CSG	Coal seam gas
DA	Development Application
DSDIP	Department of State Development, Infrastructure and Planning
DTMR	Department of Transport and Main Roads
ECI	Early Contractor Involvement
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
FIFO	Fly-in, fly-out
HCWP	Health and Community Wellbeing Plan
HV	High voltage
IRSAD	Index of Relative Socio-economic Advantage and Disadvantage
KPI	Key performance indicator
LBIPP	Local Business and Industry Procurement Plan
LGA	Local government area
LPA	Livestock Production Assurance
LV	Low voltage
LVIA	Landscape and Visual Impact Assessment
MV	Medium voltage
OSOM	Oversize overmass
Planning Act	<i>Planning Act 2016</i>
PO	Performance outcome
PSICBOLA Act	<i>Planning (Social Impact and Community Benefit) and Other Legislation Amendment Act 2025</i>
QMCA	Queensland Major Contractors Association
QPWS	Queensland Parks and Wildlife Service



Term	Description
RFDS	Royal Flying Doctor Service
RFS	Rural Fire Service
RTO	Registered training organisation
RO	Reverse osmosis
RWE	RWE Cattle Creek Onshore Wind Pty Ltd
SARA	State Assessment and Referral Agency
SAL	Suburbs and localities
SDAP	State Development Assessment Provisions
SEIFA	Socio-Economic Indexes for Areas
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SIMR	Social Impact Management Report
TRC	Toowoomba Regional Council
TRC Planning Scheme	Toowoomba Region Planning Scheme (v28.0)
UCL	Urban centre and locality
VET	Vocational education and training
WAV	Workforce accommodation village
WDRC	Western Downs Regional Council
WDRC Planning Scheme	Western Downs Planning Scheme 2017
WHAP	Workforce Housing and Accommodation Plan
WMP	Workforce Management Plan
WTG	Wind turbine generator



1. Introduction

RWE Cattle Creek Onshore Wind Pty Ltd (RWE) proposes to develop the Cattle Creek Wind Farm Project (the Project) about 25 km west of Cecil Plains and 65 km south-west of Dalby in the Toowoomba Regional Council (TRC) and Western Downs Regional Council (WDRC) local government areas (LGAs).

1.1 Purpose of the SIA

This Social Impact Assessment (SIA) has been prepared to support the Development Application (DA) for the Project under the *Planning Act 2016* (Planning Act) and prepared in accordance with the SIA Guideline and Supplementary material.

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- Local business and industry procurement
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1.2 Project description

The proposed Cattle Creek Wind Farm will comprise up to 135 wind turbines and include battery energy storage. The Project is expected to generate up to 900 MW of wind energy and provide an additional 450 MW of battery storage capacity.

The following infrastructure is associated with the proposed Project:

- Wind turbine generator (WTG) foundations, crane hardstand, crane boom laydown blade laydown and a rotor assembly area
- Access tracks, including:
 - 5.5 m – 10 m wide access tracks for light vehicles
 - 40 m wide oversize overmass (OSOM) corridor supporting external access to the site.
- Low voltage (LV) and medium voltage (MV) underground cabling, as well as MV and high voltage (HV) overhead transmission lines
- Up to three collector substations
- A switching station (constructed, owned and operated by Powerlink)
- Battery Energy Storage Systems (BESS)
- Up to 6 permanent meteorological masts
- Construction compounds and laydown areas
- Concrete batching plants
- Operational and maintenance facilities
- Construction workers' accommodation facility.

Further, there is the potential for the inclusion of the below infrastructure:

- Washdown areas



- On-site quarries with associated crushing and screening plant
- Communications tower.

Options for access to the site include:

- Cecil Plains Moonie Road (local road) via Taylor Street (local road) and Dalby-Cecil Plains Road (state-controlled road)
- Cecil Plains Moonie Road (local road) via Taylor Street (local road) and Toowoomba Cecil Plains Road (state-controlled road).
- Cecil Plains Moonie Road (state-controlled road) via Taylor Street (local road), Pampas Horrane Road and Gore Highway.

The proposed footprint overview is presented in Figure 1.

1.2.1 Construction

Construction of the wind farm is expected to start in 2028 and take up to four years to complete.

Construction activities include site establishment, earthworks and civil works, transporting materials and equipment including OSOM items (wind turbine components) and installing project infrastructure. Temporary infrastructure will be dismantled and disturbed areas rehabilitated at completion of construction.

Services and infrastructure required during construction will be sourced as follows:

- Potable water will either be trucked in from an off-site municipal potable water source or sourced via a portable desalination plant (containerised reverse osmosis (RO) units).
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- | | |
|--|---------------------------|
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| • lift and shift | • site supervision |
| • formwork | • construction management |
| • concreting | • cramage |
| • civil, mechanical engineering | • security and safety |
| • electrical engineering | • administration. |
| • medium voltage and high voltage electricians | |

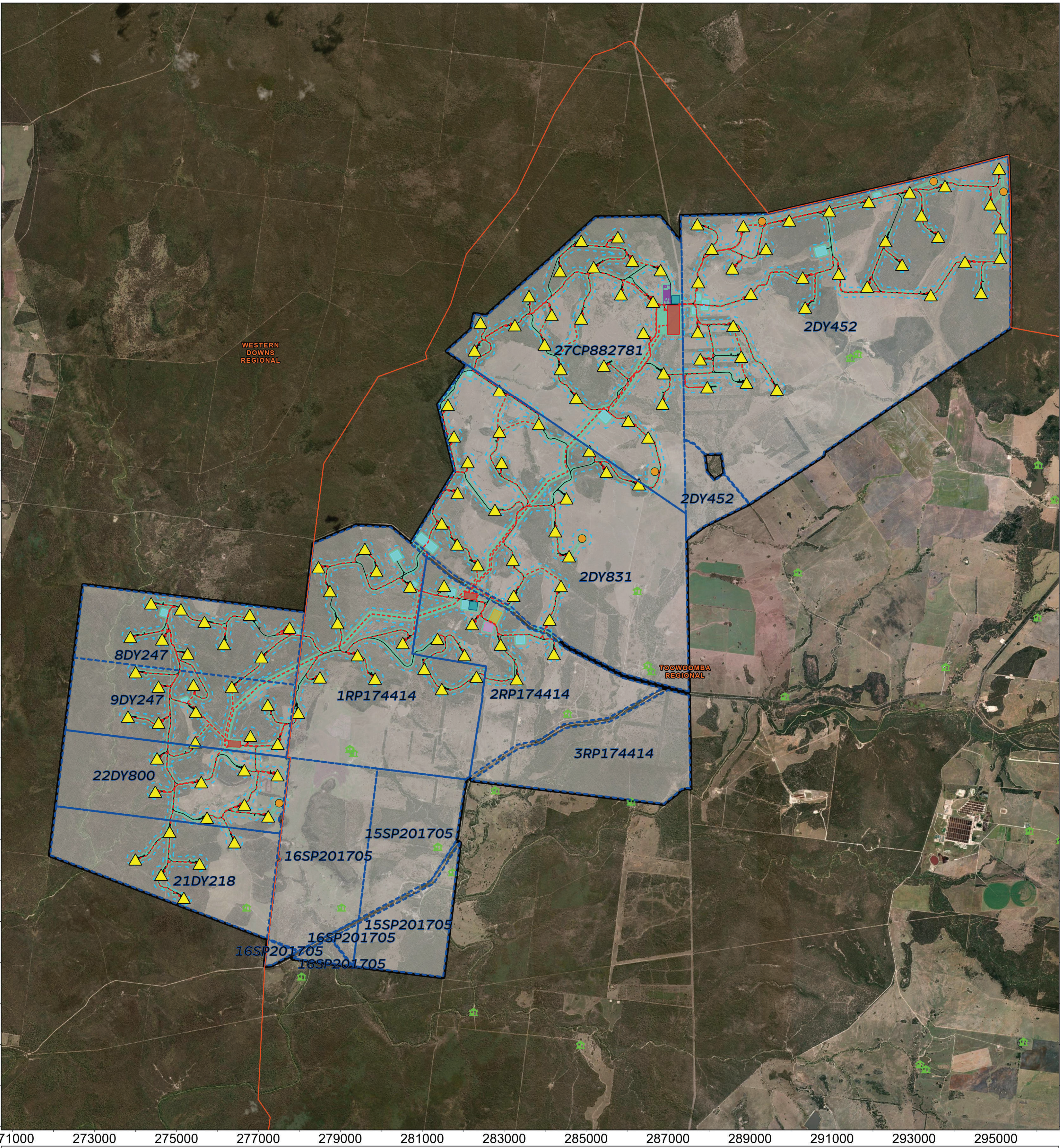
1.2.2 Operation

The operational life of the wind farm is up to 35 years.

Project operation involves operating and maintaining wind turbines and other permanent project infrastructure.

Up to 50 workers are required during operation. This includes up to 15 permanent operational employees, with the remainder making up maintenance crews who would only need to be on site for short periods several times a year.

Operational employees will be based locally potentially in either Dalby, Cecil Plains or Millmerran. Maintenance crews will be accommodated in short-term accommodation (for no more than 4 consecutive nights) or workforce accommodation in either Cecil Plains, Dalby, or Millmerran. The skills and roles required during the operational phase include wind turbine generator technicians, site managers and administration.



Project Area

Project Lots

Wind Turbine Generator

Permanent Meteorological Mast

Dwelling

Electrical Reticulation

Tracks / Turning Bays / WTG Hardstands

BESS

Micrositing Corridor

Disturbance Footprint

Construction Camp

Construction Site Compound

Laydown Area

O&M Compound

Substation

Local Government Area

RWE

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RWE Cattle Creek Onshore Wind Pty Ltd:
Cattle Creek Wind Farm and BESS

Proposed Footprint Overview - LGA

04 Km

GDA2020 MGA Zone 56

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Reviewed By: HS

08/07/2026

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2. Regulatory and policy framework

The State statutory and policy framework relevant in informing the scope of the SIA are outlined below.

2.1 Planning Act 2016

The Planning Act is the principal legislation that establishes the framework for Queensland's planning system. The object of the Planning Act is to establish an efficient and accountable system of land-use planning, to achieve ecological sustainability, which includes the maintenance of cultural, economic, physical and social wellbeing of people and communities.

Recent amendments to the Planning Act came into effect on 18 July 2025 with the commencement of the *Planning (Social Impact and Community Benefit) and Other Legislation Amendment Act 2025* (PSICBOLA Act). Key changes to the regulatory framework and approval of renewable energy developments include:

- Establishment of a community benefit system which requires proponents of prescribed developments (i.e., wind farm and large-scale solar farm of one megawatt or more) to conduct a SIA and enter into a CBA with local government prior to lodging a development or other change application.
- Setting the category of assessment for large-scale solar farms as impact assessable, which requires development applications to be publicly notified and subject to third-party appeal rights.
- The State Assessment and Referral Agency (SARA) remain the Assessment Manager for wind farm development applications and will also assess development applications for large-scale solar farms above one megawatt.
- Introducing a new set of public notification requirements for large-scale solar and wind farm developments which include greater effort and scope of notification (e.g. radio announcement, notice to all landowners within 1500 m, community notice boards).

Part 6B of the Planning Act outlines that certain developments require an SIA. Section 51F of the Planning Regulation 2017 specifies that development that is a material change of use of premises for a wind farm requires an SIA.

2.1.1 State Code 23: Wind farm development

SARA is the Assessment Manager (decision-maker) for wind farm development applications and assesses development applications against the relevant assessment benchmarks set out in the Planning Regulation 2017 and other relevant matters prescribed under the Planning Act.

The relevant assessment benchmark for wind farms is the State Development Assessment Provisions (SDAP), specifically State Code 23: Wind Farm Development (SDAP version 3.3) and the associated planning guideline. Under version 3.3 of State Code 23, Performance Outcome (PO) 16 requires developments to demonstrate that either a CBA has been entered into or where a CBA has not been entered into, social impacts of the development including workforce accommodation, local business and industry impacts, community health and well-being, are identified, managed, mitigated, counterbalanced and monitored.

The SIA will support the development of CBAs to be negotiated between RWE and TRC and between RWE and WDRC and will form part of the DA material for the Project.

2.2 SIA Guideline and Supplementary material

The SIA Guideline (DSDIP, 2025) outlines the details that must be addressed in an SIA (statutory instrument for prescribed developments under the Planning Act) and is structured according to five key matters:

- Community and stakeholder engagement
- Workforce management
- Housing and accommodation
- Local business and industry procurement

- Health and community well-being.

For a SIA undertaken under the Planning Act, the development of a Social Impact Management Plan (SIMP) is an optional step.

Supporting the implementation of the SIA Guideline is the *Supplementary material for assessing and managing the social impacts of projects under the SIA Guideline* (hereafter referred to as the Supplementary Material). The non-statutory Supplementary Material provides additional guidance on general requirements as well as considerations around each key matter in the context of the phases in the SIA process. Informing all components of the SIA is the community and stakeholder engagement process and the consideration of First Nations people (Figure 2).

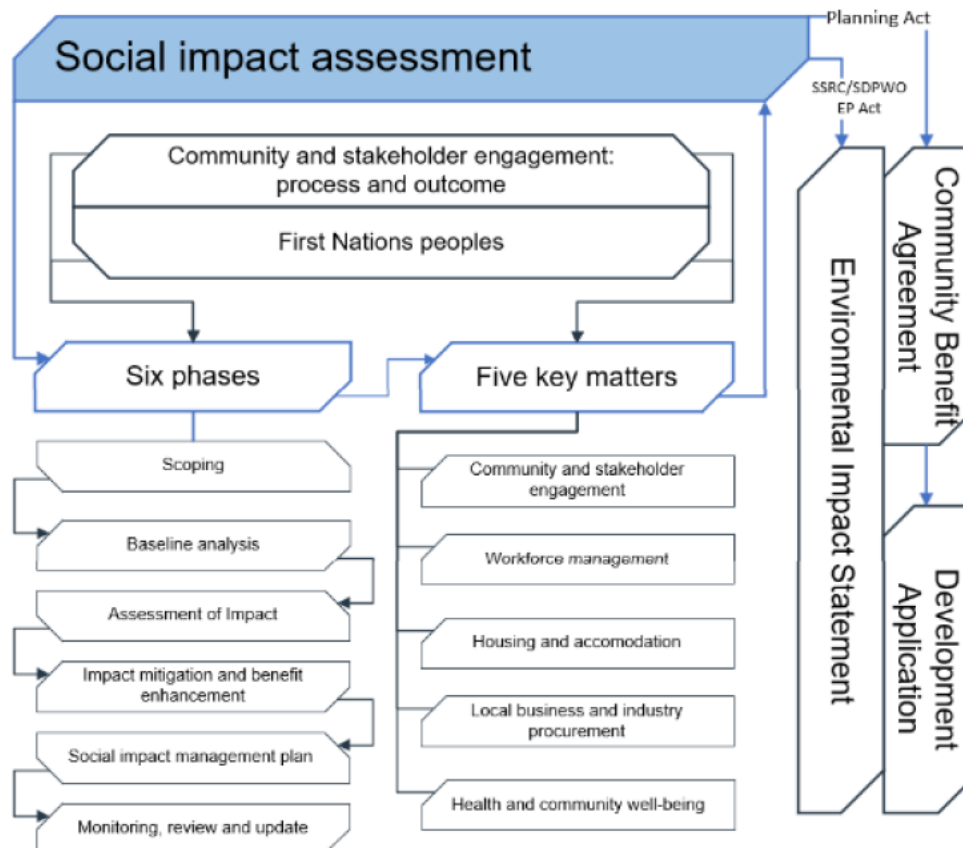


Figure 2: SIA process

This SIA has been developed to align with the requirements of the SIA Guideline and considers guidance provided in the Supplementary Material.

3. Methodology

This SIA was prepared in accordance with State Code 23, the Social Impact Assessment Guideline, July 2025 (SIA Guideline) and the Supplementary material for assessing and managing the social impacts of projects under the Social Impact Assessment Guideline (DSDIP, 2025).

The methodology involves scoping, preparing the social baseline, undertaking stakeholder engagement and impact assessment and preparing the social impact management framework, which are described in the following sections.

3.1 Scoping

The following sections detail the methods applied during the scoping phase of this SIA. The following steps were taken, and the methods of which are detailed in the proceeding sections:

- define the study area
- map stakeholders and community groups
- preliminary identification of potential benefits and impacts
- determine any Project assumptions and/or limitations of the SIA.

As per the Guideline, scoping meetings were held with TRC on 8 August 2025 and WDRC on 16 September 2025. Formal notices of intent were provided to TRC and WDRC on 9 September 2025.

Outcomes of the scoping phase is presented in Section 4 of this report and informed the subsequent phases in the SIA process including baseline analysis, community and stakeholder engagement activities, and the impact assessment.

3.1.1 Define the study area

To define the study area the nature and scale of the proposed Project was reviewed, including the associated infrastructure. Other key research areas included the location and characteristics of potentially affected communities and scope of potential Project impacts and benefits.

The process aimed to identify areas within three geographic scales: a local study area, nearby communities and service centres, and a regional study area. The consideration of a local study area encompassed communities expected to experience direct and frequent social impacts. Nearby communities and service centres comprises urban centres and localities that may be indirectly impacted by the Project through demand for services, local procurement and employment opportunities. The regional study area included communities that may be indirectly or intermittently affected. This approach enabled a nuanced understanding of baseline conditions and facilitates comparison between localised and broader social trends.

In addition to community characteristics, the study area definition considered key built and natural features such as the local road network, recreational spaces, and nearby urban and rural centres. Research also incorporated areas of cultural significance, including native title rights and interests held by First Nations peoples.

3.1.2 Map stakeholders

This process focused on identifying individuals, groups, and organisations with a potential interest in or influence over the Project, particularly in relation to the five key matters outlined in the guideline: community and stakeholder engagement, workforce management, housing and accommodation, cumulative impacts, and health and wellbeing.

Initial stakeholder mapping was conducted through desktop research and review of publicly available information, including local government policies, regional planning documents, and records of previous engagement undertaken by RWE. This process enabled the identification of potentially affected communities, relevant local and state government agencies, First Nations groups with native title rights or cultural interests in the area, and community organisations with a role in service delivery, advocacy, or local development.



The stakeholder list that was developed during this phase was a preliminary guide to guide early engagement planning. As the SIA progressed, this was further refined in response to community and stakeholder feedback.

3.1.3 Preliminary identification of social impacts and benefits

A preliminary analysis was conducted to identify potential social benefits and impacts based on the Project characteristics and local context. An initial list of impact categories (e.g. employment, health, and cultural heritage) was developed.

3.2 Baseline analysis

Developing the social baseline involved collating quantitative and qualitative data on social indicators relating to the key matters outlined in the SIA Guideline. Data was sourced through desktop research, stakeholder engagement, and field studies. Social indicators researched include:

- Community values including community culture and cohesion, community history, key aspirations and needs, fears and values relevant to the Project
- Demographic profile including employment and education and Socio-Economic Indexes for Areas (SEIFA) ranking
- Land use and character including overview of existing land uses, key industries and built/natural environments
- Social infrastructure including key services, community facilities and infrastructure such as education, health, social and emergency services
- Housing profile including analysis of current and future availability, capacity and affordability of existing housing and accommodation
- Travel and access profile including local travel behaviour.

The baseline data collection was guided by the following principles:

- provide the most detailed data for those aspects most likely to experience change or be impacted
- ensure the data is sufficiently detailed to provide a credible understanding of current social conditions.

Multiple data sources were used to enhance validity of the baseline data. Desktop data was tested through stakeholder engagement, and field studies to inform meaningful interpretation and analysis of social issues and trends in the SIA study area.

Sources of quantitative data included:

- Australian Bureau of Statistics (ABS) Census Community Profiles and Working Population Profiles
- Queensland Regional Profiles, Government Statistician's Office
- ABS Labour Force Survey via Australian Government Department of Jobs and Small Business Labour Market Information Portal
- ABS Survey of Disability, Aging and Carers
- ABS Business Register
- Australian Industry Group Construction Outlook Survey
- Black Business Finder
- Supply Nation.

Qualitative data was sourced from local and regional government reports and plans, and from the outcomes of stakeholder engagement.

To identify historical, existing, and future social patterns, trends and issues, the baseline data was compared against historical and broader trends (e.g. regional or state-level) and verified through stakeholder engagement.



3.3 Community and stakeholder engagement

Community and stakeholder engagement plays an important overarching role in the SIA process. Inputs from community and stakeholders facilitate a better appreciation of the local social context and is a key input in assessing potential social impacts and developing management measures.

Key principles underpinning the community and stakeholder engagement undertaken to inform this SIA include participatory, inclusive, respectful, meaningful and tailored (DSDIP, 2025). The engagement process commenced during the scoping phase with the identification and profiling of stakeholders and their interests in relation to key matters stipulated in the SIA Guideline (DSDIP, 2025).

Stakeholder engagement that informed the SIA included:

- Engagement undertaken by Attexo for the SIA that comprised:
 - Scoping meetings with local government
 - SIA survey
 - Targeted stakeholder engagement with key representatives of the local communities and nearby neighbours of the Project
- Broader community and stakeholder engagement undertaken by RWE for the Project.

3.3.1 SIA engagement

3.3.1.1 Scoping meetings

In August and September 2025, initial meetings and scoping meetings were held with TRC and WDRC on the SIA. The scoping meetings aimed to understand the local context, key stakeholders to be invited to participate in SIA engagement and discuss preliminary social impacts and opportunities.

3.3.1.2 SIA survey

The SIA survey was open from July to the end of October 2025. It was originally scheduled to close at the end of September but was extended to the end of October in response to stakeholder feedback.

The survey was promoted via RWE's Project newsletter (distributed in July 2025). The survey was promoted on the Cecil Plains Community Group Facebook page. Neighbouring landholders and community members who participated in SIA engagement were also emailed a link to the survey to share with their networks.

The survey could be completed online via SurveyMonkey or in print and returned via reply-paid postage. Stakeholders had the opportunity to request printed copies be mailed to them with a reply-paid envelope enclosed. A copy of the survey is included at Appendix A. A summary of survey responses is provide in Section 5.1.

3.3.1.3 SIA engagement

Stakeholder engagement was undertaken with local government and key stakeholders from the local study area, Cecil Plains, Millmerran and Dalby.

In September and October 2025, targeted stakeholder engagement was delivered in a series of in-person and online/phone meetings and focus group sessions with representatives from the following stakeholder groups:

- Local government
- Neighbouring landholders and farming families
- Local businesses and commercial agriculture enterprises
- Health and emergency services
- Education, employment and training providers
- Social services and community groups.

In response to stakeholder feedback, additional in-person focus group sessions were held with neighbouring landholders and farming families in October 2025. Meeting notes were recorded and circulated to participants for feedback and confirmation. Notes were updated with feedback received. Finalised notes were provided to participants for their records.

A summary of SIA engagement activities is provided in Table 1 and a summary of findings from engagement is provided in Section 5.2. A register of SIA engagement activities is included in Appendix B.

Table 1: SIA engagement summary

Timing	Stakeholders	Consultation method
July to October 2025	Community members in the study area (newsletter distribution, social media and email).	Survey
August to October 2025	Local government - Toowoomba Regional Council - Western Downs Regional Council	Meetings
	Neighbouring landholders and farming families	Meetings and focus group sessions
	Local businesses and commercial agriculture enterprises - Mort & Co – Grassdale and Pinegrove feedlots - Opal Creek Feedlot - Porter and Wood - Purcell Civil	Meetings and focus group sessions
	Short-term accommodation providers - Hotel Victory - The Cecil Plains Homestead - Ausco Stayover (Dalby)	Meetings and focus group sessions
	Health and emergency services - Cecil Plains Auxiliary Fire Brigade - Cecil Plains SES - QAS (Dalby) - QFD (Dalby) - QPS (Millmerran)	Phone calls, meetings and focus group sessions
	Education and training providers Little Country Kids Club	Phone call
	Social services and community groups - Cecil Plains Crier - Cecil Plains Golf Club - Cecil Plains Progress Tourism Recreation Association Inc - Lions Club of Cecil Plains - Millmerran Community Support Service - Millmerran Progress and Commerce Inc - Our Lady of Lourdes Church, Cecil Plains	Focus group session



The following stakeholders were also invited to participate in SIA engagement but either did not respond, were unable to participate or not interested in participating:

- 3 education and training providers in Cecil Plains and Dalby
- 5 health and emergency services in Cecil Plains, Dalby, Millmerran and Toowoomba
- 1 short-term accommodation provider in Cecil Plains
- 5 social services including First Nations service providers in Dalby and Toowoomba
- 7 local business and commercial agriculture enterprises in Cecil Plains, Dalby and Toowoomba
- 3 community groups in Cecil Plains.

3.3.2 RWE's community and stakeholder engagement activities

RWE has and continues to engage with the local communities and key stakeholders on the Project. The outcomes of RWE's engagement have also informed this SIA. The engagement activities delivered by RWE are summarised in Table 2.

Table 2: RWE's stakeholder engagement activities, 2024-2025

Stakeholder	Date	Engagement activity
Community members and groups	Ongoing	Online survey seeking input on community benefit fund
Community members	May 2024, March 2025, July 2025, November 2025	Four newsletters distributed to the community
Near neighbours	May 2024 to November 2025	Door-knocking of dwellings within 5 km of the project boundary to introduce the project, ongoing in-person and telephone meetings, newsletter distribution
Agricultural industry and near neighbours	June 2024 and June 2025	Booth at FarmFest, Toowoomba
Stakeholder and community members	7 April to 23 April 2025	Encouraged the community to share their opinions on the <i>Environment Protection and Biodiversity Conservation Act 1999</i> (EPBC Act) referral
Office of the Hon David Littleproud MP	April 2025	Project briefing
The Honourable James Lister MP	October 2025	Project Briefing
Community members and near neighbours	26 and 27 March 2025	Two community drop-in sessions held in Cecil Plains. A poster booklet was provided to participants, which provided detailed information on the Project and the status of the workstreams.
Community members and near neighbours	6 and 7 June 2024	Two community drop-in sessions held in Cecil Plains.
Western Downs Regional Council	May 2024	Project introductory meeting



Stakeholder	Date	Engagement activity
Toowoomba Regional Council (Mayor and CEO)	May 2024	Project briefing
Bigambul – Native Title Aboriginal Corporation	May 2024	Project introductory meeting

3.4 Impact assessment

The purpose of the impact assessment is to identify and assess the potential social impacts (both negative and positive) associated with a project. The SIA Guideline defines social impacts as the “*issues that affect people and the potentially impacted communities in which they live as a result of the project*” (DSDIP, 2025). In addition, Section 106R of the Planning Act defines a social impact for a prescribed development as:

the potential impact of the development on the social environment of a community in the locality of the development, including the potential impact of the development on—

- (a) the physical or mental wellbeing of members of the community; and*
- (b) the livelihood of members of the community; and*
- (c) the values of the community; and*
- (d) the provision of services to the community, including, for example, education services, emergency services or health services.*

Identification of impacts involves both subjective and objective judgment to determine what is likely to occur as a result of the Project and its associated activities. Potential social impacts were identified through an analysis of:

- the nature of Project activities and the workforce profile
- socio-economic baseline characteristics of potentially affected communities
- outcomes of community and stakeholder engagement activities
- findings from other relevant technical assessments prepared for the DA.

Identified impacts in this SIA were determined based on the latest Project information available and socio-economic context at the time of SIA drafting (assessment at a point in time). It is recognised that identified and assessed impacts may change over time as additional Project details become available or with changes to socio-economic conditions or stakeholder perceptions.

As stipulated in the SIA Guideline, the assessment of impact must also consider impact significance, which is an analysis of the extent of which potentially impacts stakeholders and communities may be affected negatively or positively. The significance of identified social impacts were first assessed based on their anticipated likelihood and magnitude levels as outlined in Table 3 and Table 4, respectively, prior to the implementation of any mitigation or benefit enhancement measures.

Likelihood

The probability that an impact will occur as a result of the Project.

Magnitude

Measure of change from baseline conditions as a result of the impact.

Overall impact rating

The level of impact determined by the magnitude of change and vulnerability of the social receptor.



Table 3: Likelihood criteria

Likelihood level	Description
Almost certain	Definite or expected, e.g. has happened on other projects
Likely	High probability
Possible	Medium probability
Unlikely	Low probability
Very unlikely	Improbable or rare occurrence, i.e., only likely to occur in exceptional circumstances.

Table 4: Magnitude criteria

Level	Impact description	
	Positive	Negative
Transformational	Radical improvements that specifically address a community need and/or aspiration with long-term legacy affecting most or all in the broader community.	Widespread, irreversible, significant change from baseline conditions, affecting most or all in the communities.
Major	Long-term opportunities providing substantial improvement for many people or highly vulnerable/sensitive groups in the broader community.	Long-term difficult to reverse change affecting many people or highly vulnerable/sensitive groups. Substantial change from baseline conditions.
Moderate	Medium-term opportunities providing material improvement for the broader community.	Medium-term change that are reversible with mitigation, affecting some people or moderately vulnerable/sensitive groups. Material change from the baseline conditions.
Minor	Short-term opportunities providing noticeable improvement for a small number of people in the community.	Short-term reversible change affecting a small number of people or groups with low vulnerability/sensitivity (resilient groups). Small change from baseline conditions.
Minimal	Local, small-scale opportunities that benefit very few people in the community, or people unrelated to the project area.	Local, small-scale, easily reversible change affecting very few people. Marginal or no change from the baseline conditions.

With consideration to the likelihood of occurrence and magnitude level of an impact, an overall impact rating was determined. The matrix is provided in Table 5. The definitions of the overall impact ratings are detailed in Table 6.

Table 5: Social impact significance matrix

Likelihood level	Consequence				
	Minimal	Minor	Moderate	Major	Transformational
Almost certain	Medium	Medium	High	Very High	Very High
Likely	Low	Low	Medium	High	Very High
Possible	Low	Low	Medium	High	High
Unlikely	Negligible	Low	Medium	Medium	High

Likelihood level	Consequence				
	Minimal	Minor	Moderate	Major	Transformational
Rare	Negligible	Negligible	Low	Medium	High

Table 6: Description of impact significance ratings

Significance rating	Impact significance description	
	Positive	Negative
Very High	A very high impact occurs when the project effect or change will potentially cause substantial improvement or restoration of a social baseline indicator or characteristic of the community. Enhancement through appropriate design in collaboration with key stakeholders is needed for long-term impact (legacy).	A very high impact occurs when the project effect or change will potentially cause irreversible or widespread harm to a social baseline or characteristic of the community. Avoidance through appropriate design responses is generally the only effective mitigation.
High	A high impact occurs when the project effect or change will strengthen the intrinsic characteristics and structural elements of a social value. Aligns with community aspirations or long-standing local needs.	A high impact occurs when the project effect or change will potentially affect the intrinsic characteristics and structural elements of a social value. Avoidance through appropriate design responses or extensive mitigation and management is required.
Medium	A moderate impact occurs when project induced effects enhance a social value due to the scale of improvement.	A moderate impact occurs when project induced effects would degrade a social value (despite its intrinsic resilience) due to the scale of the impact or alter the susceptibility of a value to further change. Appropriate mitigation and management of the change is required.
Low	A low impact occurs where a social value is of local importance, and the project delivers temporary or limited improvements that nonetheless support or reinforce the ongoing viability of the value.	A low impact occurs where a social value is of local importance and temporary and transient changes will not adversely affect its viability provided adequate control measures are implemented.
Negligible	Where impact will not result in any noticeable change (positive or negative) in the social baseline.	

The impact assessment also considers the potential cumulative impacts with other proposed projects in the study area. Note that several projects are proposed, however this SIA has only considered those projects that have publicly available relevant information (e.g. workforce numbers, construction and operation schedule, etc) at the time of preparing the assessment.

3.5 Social impact management framework

The enhancement and mitigation measures outlined in this report directly respond to the potential social impacts (positive and negative) associated with the Project. These measures have been identified through consideration of Project impacts, SIA and Project-wide consultation, and existing SIA Project-team knowledge. These measures aim to link in with existing local and regional initiatives where relevant and possible.

A social impact management framework provides a tool for the ongoing monitoring of Project impacts as well as providing a means of oversight for ensuring the ongoing effectiveness and relevancy of the management measures. The framework includes a schedule for monitoring the delivery of the Project's social impact management measures. The framework could also assist with the development of a social impact management plan for the Project, if this is deemed necessary, at any time.

The social impact management framework is comprised of the following components:

- Community and Stakeholder Engagement Plan (CSEP)
- Workforce Management Plan (WMP)
- Workforce Housing and Accommodation Plan (WHAP)
- Local Business and Industry Procurement Plan (LBIPP)
- Health and Community Wellbeing Plan (HCWP).

These plans are all interrelated and in particular, all link strongly to the CSEP.

It is the intention that the SIMP and the associated management plans are reviewed, developed further and / or updated as necessary, prior to construction commencing, and then regularly reviewed during both construction and operation. The Proponent will be responsible for these tasks and for the implementation of these management plans.

3.6 Assumptions and limitations

The following assumptions and limitations apply to this SIA:

- The information provided in this assessment is accurate at the time of writing.
- Wherever possible, the most recent data publicly available was used to inform the social baseline.
- ABS data is accurate and representative of the local and regional study area; however, smaller population data is altered to protect privacy.
- Social impacts are, by their nature, variable and subjective.
- A key data source for the social baseline is the ABS 2021 Census of Population and Housing. While the census is a comprehensive record of the Australian population, the responses are self-enumerated (subject to a degree of inaccuracy) and represents a snapshot of the population at a particular point in time. Additionally, the 2021 Census occurred during the height of the COVID-19 pandemic when varying restrictions were enforced which may have impacted upon the socio-economic characteristics and trends recorded.
- Social infrastructure identified in the social baseline predominantly comprises government-provided facilities or services. It is recognised that local communities are likely to access services through private providers, for which data is not publicly available.
- Primary data collection through stakeholder engagement is based on the knowledge, perception, and experience of the participant and may not fully represent the perspectives of the stakeholder group or all community members. During individual and focus group meetings, notes were recorded by the project team in attendance. Engagement discussions and outcomes are summarised as accurately as possible but are not verbatim.
- Latest socio-economic datasets are not always available for smaller statistical geographies, such as the local and key service centre study areas (may be limited to only 2021 Census data). Any interpretation and inferences from data of smaller statistical geographies should be done with caution due to higher data uncertainty risks and should not be generalised due to small sample size.
- Technical assessments for the Project were underway at the time of preparing the SIA. As the SIA is one of the first technical studies to be progressed for the Project, the findings of the report are based on information available at the time of writing including preliminary findings from other technical studies. The key findings of other technical studies undertaken for the Project are taken as being accurate.



4. Scoping outcomes

The scoping phase supports the early identification of potential social issues and informs the scale of the SIA. This section outlines outcomes of the range of activities completed during the scoping phase for this SIA.

4.1 Study areas

The SIA study area is identified based on the communities and geographical areas that have the potential to experience social impacts as a result of the Project. Key considerations that facilitated the determination of the study areas included:

- the nature and scale of the project, including associated infrastructure
- the scope of potential social impacts throughout the project lifecycle
- the location and characteristics of potentially affected communities, including surrounding built and natural features
- outcomes of engagement with TRC and WDRC during the scoping phase.

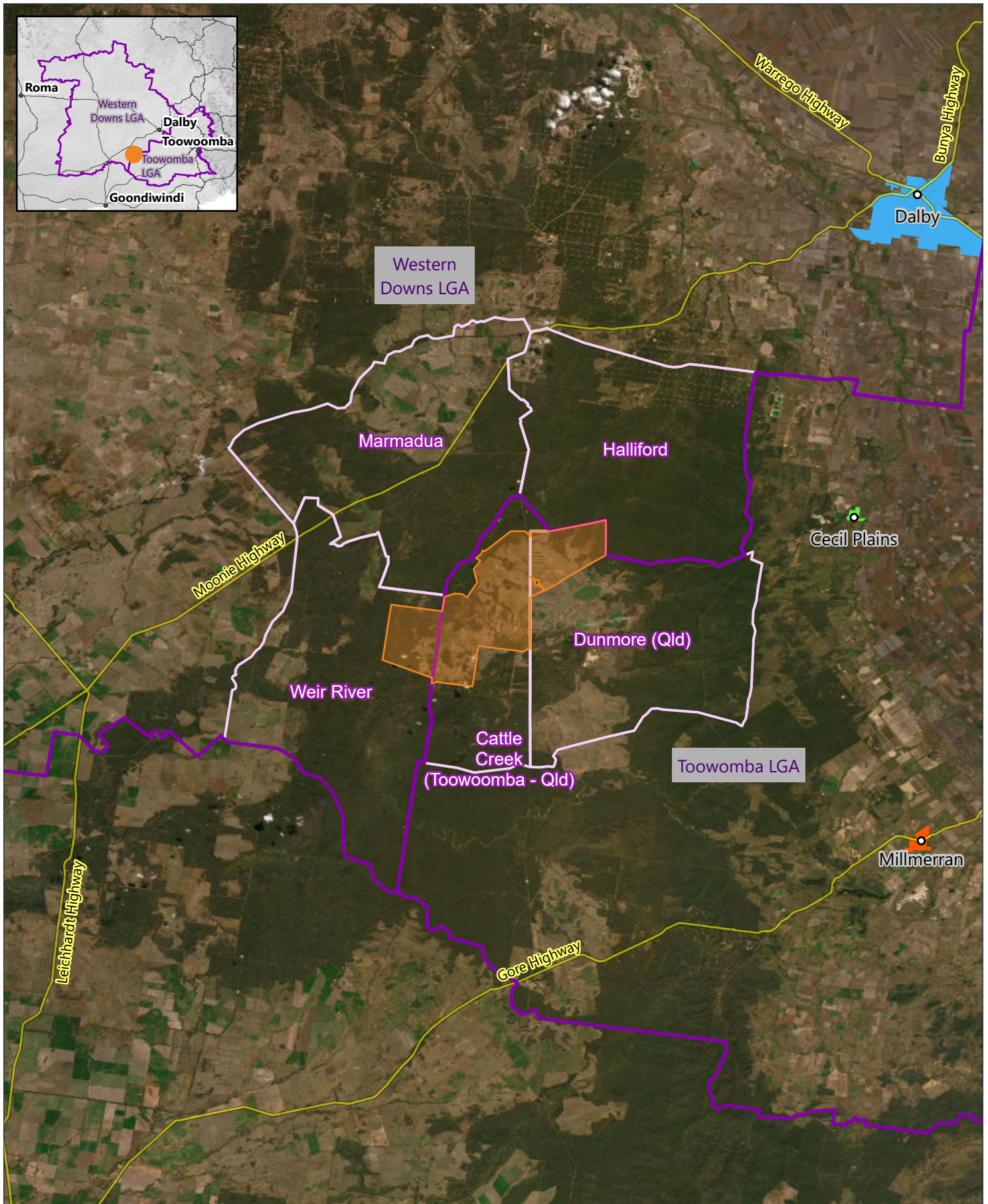
The Australian Statistical Geography Standard (ASGS) provides a framework of statistical areas used by the ABS and other organisations to capture demographic and socio-economic statistics. The statistical geographies adopted for the SIA study areas include suburbs and localities (SAL), urban centre and locality (UCL), and LGA.

Informed by outcomes of the scoping phase and engagement feedback from Toowoomba Regional Council and Western Downs Regional Council, the study areas for the SIA is outlined in Table 7 and illustrated in Figure 3.

For this report, the SALs are presented as one group under the local study area.

Table 7: SIA study area

Study area	ABS geography type	ABS dataset (2021)	Population (2021)
Local	Suburb and localities (SAL)	Cattle Creek	21
		Dunmore	39
		Halliford	4
		Marmadua	15
		Weir River	19
Nearby communities and service centres	Urban centres and localities (UCL)	Cecil Plains	241
		Dalby	12,085
		Millmerran	1,372
Regional	Local government area	Toowoomba	173,204
		Western Downs	33,843



SIA study areas

Project Boundary

Highway

Local Study Area (SAL)

Regional Study Area

Nearby communities and service centres (UCL)

Cecil Plains

Dalby

Millmerran

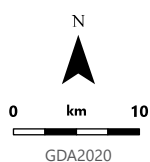
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4.2 Stakeholder mapping

Stakeholder mapping and analysis were completed as part of the scoping phase to identify stakeholders who are likely to be affected by, have an interest, or have an influence on matters addressed in the SIA. Table 8 provides an overview of the stakeholder analysis based on potential interest and influence considerations in relation to each key SIA matter.

Table 8: Project stakeholders

Stakeholder group	Stakeholders	Community and stakeholder engagement	Workforce management	Housing and accommodation	Local business and industry procurement	Health and community wellbeing
Host and neighbouring landholders	- Host landholders - Neighbouring landholders - Dunmore/Cattle Creek community	•	•	•	•	•
Local government	- Toowoomba Regional Council - Western Downs Regional Council	•	•	•	•	•
Local business and economic development	- Millmerran Commerce and Progress Inc - Dalby Chamber of Commerce - Toowoomba and Surat Basin Enterprise - Queensland Cotton – Cecil Plains Gin - Walker Cypress Mill - Vic's Timber - Mort & Co – Pinegrove and Grassdale feedlots - Opal Creek feedlot - Pursehouse Rural – Cecil Plains - McGregor Gourlay – Cecil Plains	•	•	•	•	
Accommodation providers	- Hotel Victory Cecil Plains - The Cecil Plains Homestead - Cecil Plains Rural Retreat Caravan Park - Stayover by Ausco – Dalby	•	•	•	•	
Education, employment and training providers	Cecil Plains State School	•	•			•
First Nations groups,	- Bigambul People - Goolburri Aboriginal Health Advancement Company Limited	•	•	•		•

Stakeholder group	Stakeholders	Community and stakeholder engagement	Workforce management	Housing and accommodation	Local business and industry procurement	Health and community wellbeing
organisations and services	- Goondir Health Services - Murrumba Aboriginal Housing Company Limited					
Health and emergency services	- Auxiliary Fire Brigade – Cecil Plains - Millmerran Hospital - QAS – Dalby, Darling Downs and South West - QFD – Toowoomba - SES – Cecil Plains and South West Region	•	•			•
Social services and community groups	- Cecil Plains Progress Tourism Recreation Association Inc - Lions Club of Cecil Plains - Cecil Plains History Group - Cecil Plains Tennis Club - Cecil Plains Golf Club - Little Country Kids Club - Cecil Plains Amateur Swimming Club - Cecil Plains Aquatic Centre - Anglicare – Southern Qld - Blue Care – Millmerran and Pittsworth Community Centre	•	•	•	•	•

4.3 Preliminary identification of social impacts and benefits

A key objective of the scoping process was to complete a preliminary review of social impacts and benefits that may result from the Project, which further informed the scope of social indicators for inclusion in the baseline analysis, as well as stakeholders potentially affected. Table 9 presents the outcomes from the preliminary review of social impacts and benefits that may result from the Project.

Table 9: Preliminary potential social impacts and benefits

Project phase	Project activity	Potential impact/benefit	Social indicator/s
Workforce management			
Pre-construction, construction and operation	Recruitment and training	Increase in employment and training opportunities	Labour force characteristic (size, participation, unemployment)



Project phase	Project activity	Potential impact/benefit	Social indicator/s
Housing and accommodation			
Construction and operation	Non-resident workers staying in local housing	Decrease in housing availability and affordability for local residents	Local housing market (rentals/sales and prices)
Construction and operation	Non-resident workers staying in short-term accommodation	Decrease in short-term accommodation availability and affordability for tourist and visitors	Short-term accommodation capacity Peak visitor periods / Events
Operation	Operational workers moving to local area	Decrease in housing availability and affordability for local residents	Local housing market (rentals/sales and prices)
Local business and industry procurement			
Construction and operation	Project procurement	Increase in local and regional supply opportunities	Key local and regional industries Number and size of businesses First Nations-owned businesses
Construction and operation	Project procurement	Increase in competition for labour and skills	Key local and regional industries Number and size of businesses First Nations-owned businesses
Health and community wellbeing			
Pre-construction and construction	Project consultation activities	Increased stress and anxiety due to uncertainty about the project	Community sentiment, values and aspirations
Pre-construction, construction and operation	Project consultation activities	Decreased community cohesion / divide between people who support and oppose the Project and/or renewables	Community sentiment, values and aspirations
Pre-construction and construction	Project consultation activities	Increased optimism about potential community benefit opportunities	Community sentiment, values and aspirations
Construction and operation	Project construction activities and operation	Change in landscape character (visual amenity)	Community sentiment, values and aspirations Existing landscape character
Construction and operation	Project construction activities and operation	Loss of / decline in Aboriginal cultural heritage values	BKY sites and landscapes of cultural heritage significance
Construction and operation	Project construction activities and operation	Loss of agricultural land	Existing land use
Construction	Project construction traffic	Increased traffic disruption and traffic safety risks	Traffic – road condition, volume, road safety



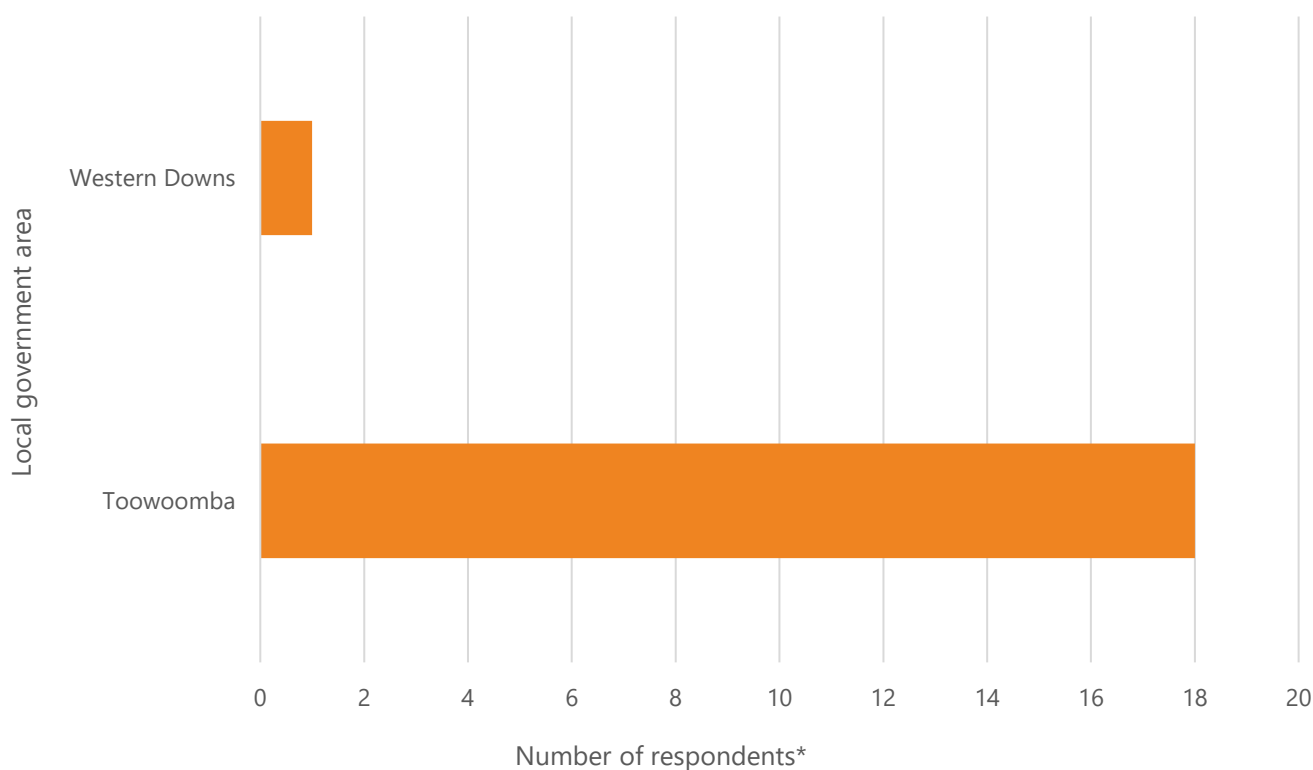
Project phase	Project activity	Potential impact/benefit	Social indicator/s
Construction and operation	Project construction activities	Increased demand for emergency services	Emergency services capacity
Construction and operation	Project construction activities	Increased demand for social infrastructure	Health services capacity
Construction and operation	Project construction activities	Increased disruptions to amenity (noise and dust)	Local amenity
Construction and operation	Project construction activities	Increased demand on Council infrastructure (waste, water, sewerage, etc)	Council infrastructure capacity
Construction and operation	Project construction activities and operation	Increased bushfire risk	Emergency services capacity

5. Stakeholder engagement findings

5.1 SIA survey

A total of 30 responses to the survey were received. All of them were online responses.

As shown in Figure 4, 18 (95%) of respondents live in the Toowoomba LGA and 1 (5%) lives in the Western Downs LGA. Note that 11 respondents did not indicate in which LGA they reside.



*11 respondents skipped question

Figure 4: Respondents by LGA

Most of the respondents are from the Dunmore and Cecil Plains communities, followed by Cattle Creek (Figure 5).

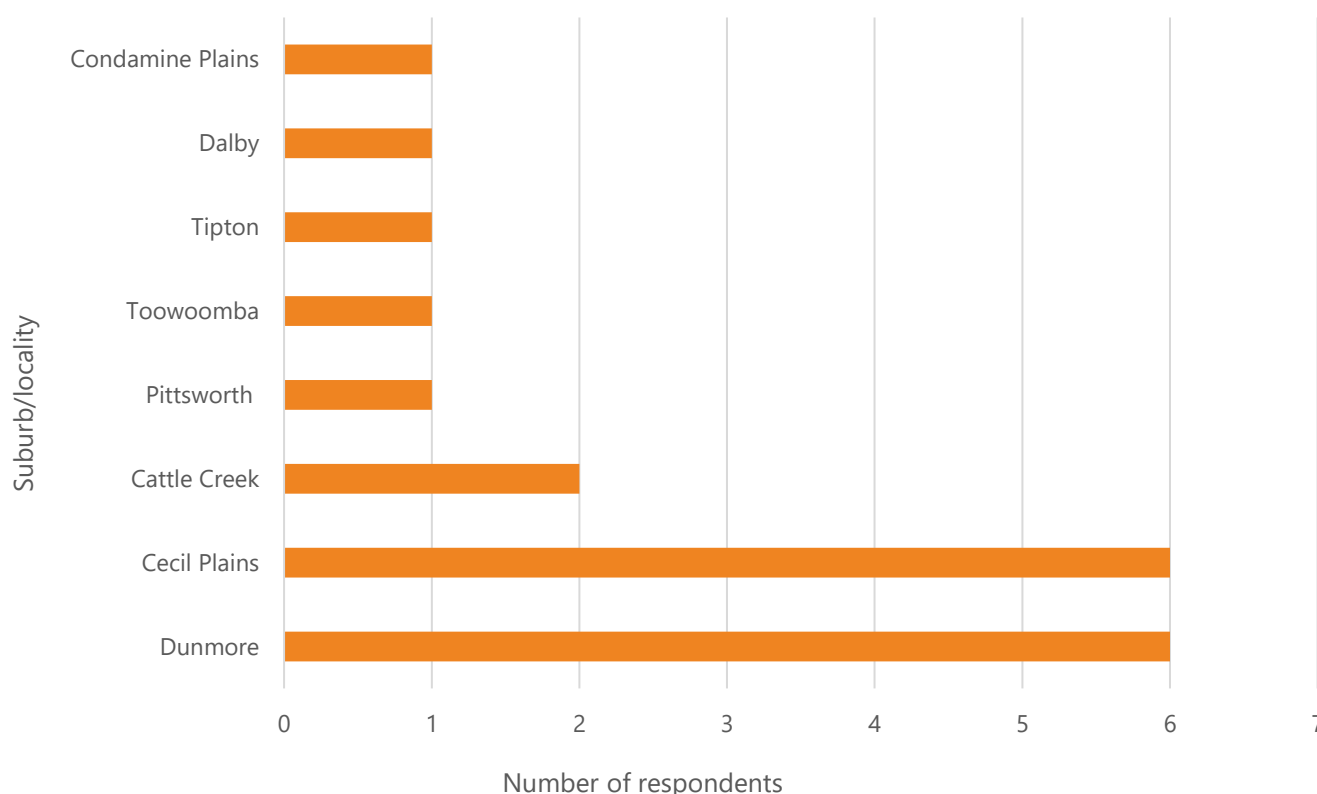


Figure 5: Respondents suburb/locality of residence, 2025

Key findings from the survey are summarised below.

Community concerns

The survey results indicate a high level of community concern regarding the potential social, environmental, and amenity impacts associated with the Project. The most prominent issue identified was housing and accommodation pressure during construction, with 80% of respondents expressing concern. This reflects local awareness of existing accommodation constraints and apprehension that an influx of non-resident workers may drive up rental prices, reduce housing availability, or strain community resources.

Environmental considerations were also significant, with 70% of respondents concerned about potential impacts on local ecosystems and wildlife, and an equal proportion citing dust impacts during construction. These responses suggest that the community has strong environmental values and is sensitive to potential environmental impacts associated with large-scale development.

Amenity and lifestyle concerns were also prevalent. Noise impacts, both during construction (65%) and operation (65%), were identified as key issues reflecting expectations that project activities could disrupt the rural quiet and affect residents' quality of life. Similarly, scenic amenity was raised by 60% of respondents, highlighting the value placed on the natural landscape and the region's visual character.

Finally, 60% of participants expressed concern about potential impacts on local agricultural enterprises, underscoring the importance of agriculture as a key economic and cultural foundation of the region. This finding indicates apprehension that the Project may compete for land, water, or infrastructure, or otherwise interfere with existing farming operations.

Project opportunities

The survey findings highlight a strong community interest in ensuring that the Project delivers tangible local and regional benefits, particularly economic participation and infrastructure improvement. The most widely supported opportunity was for local business involvement, with 90% of respondents indicating it is important the Project creates



opportunities for local suppliers. This demonstrates a clear expectation that project developers should prioritise local procurement, enabling small and medium enterprises to benefit directly from construction and operational activities.

Similarly, 80% of respondents emphasised the importance of local employment opportunities during operation and maintenance, reflecting community aspirations for long-term workforce development and economic resilience. This suggests residents value projects that contribute to sustained local jobs, skills transfer, and training pathways, rather than short-term construction roles alone.

There was also strong support (80%) for the Project to enhance telecommunications coverage, which reflects recognition of the persistent connectivity challenges in the area. Improved telecommunications infrastructure is seen to deliver lasting community benefit, improving access to education, health services, business operations, and emergency communication.

Equally, 80% of respondents indicated that the Project should consider opportunities to upgrade local roads, signalling a desire for infrastructure legacies that improve safety, accessibility, and connectivity. This aligns with broader community expectations that large projects should contribute to regional infrastructure improvements that benefit both project logistics and local users.

5.2 Targeted SIA engagement

From August to October 2025, a total of 48 participants were engaged across 22 individual and group meetings (including scoping meetings with councils), with the largest representation from neighbouring landholders and farming families (Table 10).

Table 10: Targeted SIA engagement, number of participants by stakeholder group, 2025

Stakeholder group	Number of participants	Number of individual and focus group meetings
Neighbouring landholders and farming families	17	3
Social services and community groups	8	2
Local businesses and commercial agriculture enterprises	5	3
Health and emergency services	4	3
Education and training providers	1	1
Accommodation providers	2	2
Local government	11	8
Total	48	22

Table 11 presents a summary of findings from targeted stakeholder engagement for the SIA, including details about the local context, potential positive and negative social impacts of the Project and suggestions for community investment opportunities.

Table 11: Summary of findings from targeted stakeholder engagement

Stakeholder groups	Summary of findings
Community and stakeholder engagement	
• Neighbouring landholders and farming families	• Some stakeholders said they were unaware of the SIA survey or planned SIA engagement sessions.

- Social services and community groups
- Local businesses and commercial agriculture enterprises
- Some neighbouring landholders and farming families raised concerns that they were being excluded from SIA engagement and requested in-person engagement meetings be held with neighbouring landholders.
- Stakeholders shared that additional communication channels should be used to share Project information, not just newsletters. Stakeholders recommended Project information be shared and engagement events be promoted via:
 - Cecil Plains and Millmerran community Facebook pages
 - Cecil Plains Crier and Cecil Plains Progress Facebook pages
 - Community noticeboards in Cecil Plains
 - Flyer inserts in mail outs
 - Millmerran Community Support Service ENews
 - Millmerran Progress and Commerce Inc newsletter and monthly meetings
 - Shopfront in Cecil Plains.

Workforce management

- Local government
- Neighbouring landholders and farming families
- Local businesses and commercial agriculture enterprises
- Health and emergency services
- Social services and community groups

Local employment and training

- Low unemployment and skills shortage in Cecil Plains, Millmerran and Dalby and surrounds. Anyone who wants to work is employed. Limited employment opportunities to keep young people in the area after high school.
- Interest in employment and training opportunities and pathways for young people.
- Local employment opportunities should also include entry-level positions such as cleaners, cooks, etc, for the on-site camp.

Non-resident workers

- The area hosts seasonal workers for the cotton gin and essential infrastructure contractors.
- Concerns about construction workforce changing the community dynamics and community safety.

Housing and accommodation

- Local government
- Neighbouring landholders and farming families
- Local businesses and commercial agriculture enterprises
- Health and emergency services
- Education, employment and training providers
- Social services and community groups

Permanent housing and accommodation

- Lack of housing affordability and availability is a key constraint for the communities. It prevents local young people staying in the area who wish to move out of home and makes it challenging to attract essential workers and employees to the area.
- Very tight housing market that is becoming increasingly unaffordable for locals. Housing in Dalby is only affordable for people working in resources or gas.
- Concerns about construction workforce taking up housing and accommodation displacing locals and increasing housing costs.
- Opportunities for new housing and accommodation in Cecil Plains. Desire for RWE to support delivery of new housing stock for operational phase.

Short-term accommodation

- Seasonal workers are ongoing, reliable clientele for local short-term accommodation providers from April to October.
- Insufficient short-term accommodation in Cecil Plains to accommodate the entire construction workforce.

Workforce accommodation

- Stakeholders were generally supportive of the construction workforce being accommodated on-site. However, there are concerns about community safety as a result of a large number of predominantly male, non-resident workers being accommodated near isolated farming families.
- Desire for full-time, permanent operational workers to live locally in new houses provided by RWE.
- Ausco Stayover in Dalby has 395 rooms, however available capacity is limited to 50-100 rooms reliably. There are no plans for short-term expansion. The facility has a minimum 4-night stay.

Local business and industry procurement

- Local government
- Neighbouring landholders and farming families
- Local businesses and commercial agriculture enterprises
- Education, employment and training providers
- Social services and community groups

Local procurement

- Stakeholders expect Project procurement to prioritise and support local businesses. Local businesses need to understand any prequalification requirements.
- "Local" remains undefined, so there is a risk that procurement will go to regional centres or out-of-area firms.

Indirect impacts on local businesses

- Skills shortages and lack of accommodation can be challenges for local business finding staff.
- Local shops have limited stock and supplies. Locals travel to Dalby or Toowoomba for specialists, goods and services.

Impacts on farming and commercial agriculture enterprises

- Road network is key to agricultural operations. Landholders and businesses rely on safe access to transport routes to meet timeframes and operational requirements.
- Upgrades, maintenance and closures of roads for Project access could disrupt local business operations and agricultural logistics.
- Concerns that potential contamination from construction materials, machinery fluids or waste products may pose a food safety and compliance risk affecting agricultural business viability.
- Grazing near turbines or associated infrastructure may require declarations and record keeping by landholders accredited under the Livestock Production Assurance (LPA) program.
- Ecosystem disruptions such as clearance, predator movement and vegetation changes may affect livestock, biodiversity and agricultural viability.

Health and community wellbeing

- Local government
- Neighbouring landholders and farming families
- Local businesses and commercial agriculture enterprises

Community cohesion and social character

- Concerns that the Project might create more of a divide in the community, with lots of investment from renewables but few people benefiting from it.
- Concerns about change to land identity, loss of continuity, and reduced ability to pass land use knowledge to future generations, as has been done over multiple generations.
- Psychological stress, community division, and exclusion is exacerbating mental health impacts.



-
- Health and emergency services
 - Education, employment and training providers
 - Social services and community groups
- Desire to grow the community through new families and new business in the area.
 - Opportunities for the Project's workforce to integrate and get involved with communities through participating in local events and sport, and volunteering with local organisations.
 - Workers staying at on-site camps may not support the local business or community. Concerns about poor workforce behaviour such as crime, off-site driving and trespass.
-

Health and emergency services

- Health and medical services in the region are limited; travel to Millmerran, Dalby and Toowoomba is required.
 - Emergency services within the Cecil Plains/Millmerran district are constrained, with limited capacity for support from Dalby.
 - Opportunities for Project medical and emergency response staff to provide support and services to local communities.
 - Project policies and procedures need to be set up appropriately to ensure local emergency services can safely respond.
-

Transport and utilities

- Road infrastructure is a key concern for the community. Road condition in the area is poor and prone to accidents.
 - Transport of workers and equipment causing high traffic volumes on rural roads will have associated safety and infrastructure damage risk. Cumulative impacts due to the large number of projects in the region must be considered.
 - Project water use (especially groundwater or bore extraction) may reduce supply for farm, domestic, and irrigation use.
 - The Project area does not currently receive mobile coverage. Limited telecommunications pose safety and coordination risks for landholders and construction personnel, particularly in emergencies.
 - Poor water pressure can be an issue for residents and firefighting in Cecil Plains.
-

Natural hazards and the environment

- Vegetation clearing and habitat disruption may reduce ecological resilience and natural buffer zones.
 - Flooding can be a regular occurrence. Cecil Plains becomes isolated when the Condamine River floods, and access to supplies, including medication, is restricted.
 - Project will need to address bushfire risk, such as implementing clearing distances / asset protection zones.
-

Cultural heritage, landscape character and amenity

- Noise, shadow flicker, vibration, and lighting from turbines may affect sleep patterns, stress levels, and general wellbeing.
 - Visual intrusions from turbines in a landscape dominated by agriculture and forests may reduce amenity and community satisfaction.
-

Education and childcare

- Kindergarten and childcare availability are limited. The kindergarten in Cecil Plains is operated by a board of community volunteers. There is no after school care at Cecil Plains School.
-



-
- Cecil Plains School has declining student numbers and only goes to Year 9. Increased support for the school community is needed, including sports and after school activities.
 - Opportunity to expand kindergarten and after school activities, with more families to move to the area with children attending the school and/or kindergarten.
-

Livelihoods

- Communities are experiencing uncertainty regarding long-term viability of farming land and services.
 - Concerns that proximity to wind turbines may reduce rural property values, impacting household financial security and intergenerational farm transfer.
-



6. Baseline analysis

6.1 Local and regional setting

The Project is in Dunmore, Cattle Creek and Weir River, rural localities which are predominately agricultural land, located about 40 km south-west of Cecil Plains and about 130 km west of Toowoomba in the Darling Downs region, Queensland.

The Darling Downs is an agricultural region in southern Queensland extending from Toowoomba westward towards Roma and St George. The region is a major producer of wheat, cotton, oilseeds, fruit, and other crops, as well as beef cattle and wool. Toowoomba is the largest city and a major regional hub. Other significant centres include Dalby, Warwick, and Goondiwindi.

The Project site is situated predominately in the Toowoomba LGA and partly in the Western Downs LGA (Figure 3).

There are 5 host landholders involved with the Project. Properties surrounding the Project are used for cattle grazing with some cropping, and there are 2 feedlots. The nearest towns are Cecil Plains (40 km) and Tara (55 km), and Dalby is the nearest regional centre (65 km).

The Project site is immediately to the south of Kumbarilla State Forest and north of Western Creek State Forest. Access to the site is via Cecil Plains Moonie Road.

6.1.1 Dunmore, Cattle Creek and Weir River

The Project is located in the Dunmore, Cattle Creek and Weir River localities. Dunmore and Cattle Creek are in the Toowoomba LGA, and Weir River is in the Western Downs LGA. Each locality is characterised by low population densities and large areas of agricultural land and state forests.

As of the 2021 Census, Dunmore had a population of 39 people. Dunmore includes parts of the Dunmore, Western Creek, and Kumbarilla State Forests, with the remaining land primarily used for grazing on native vegetation, cropping, and feedlot operations. Historically, the area was part of a pastoral run established in the 1840s and is thought to have been named in honour of the Presbyterian minister John Dunmore Lang (Lehner, 2017).

Similarly, as of the 2021, Census Cattle Creek had a population of 21 people. It contains portions of the Kumbarilla and Western Creek State Forests and features a landscape of undulating farmland used mainly for grazing and some crop growing.

As of the 2021 Census, Weir River had a population of 19 people. The land use is primarily grazing on native vegetation and some cropping, with large tracts of protected state forest – Waar Waar State Forest in the north-west, and parts of the Boondandilla State Forest in the south. The Weir River flows through the locality east to west.

With minimal local services, residents rely on nearby towns for services and other amenities. These areas offer a quiet, rural lifestyle, dominated by agricultural activity and expansive natural surroundings, making them typical examples of the Toowoomba and Western Downs region's rural hinterland.

6.1.2 Cecil Plains

Cecil Plains is a rural locality in the Toowoomba LGA, approximately 35 km west of the Project site. As of the 2021 census, it had a population of 380 residents. The locality, along the Condamine River, has fertile black soils ideal for agricultural activities such as cotton and grain production. The town is home to one of the largest cotton gins in the southern hemisphere, operated by Queensland Cotton (TRC, 2024).

Cecil Plains began as a pastoral run established in 1841 by Henry Stuart Russell (Centre for the Government of Queensland, n.d.). The Cecil Plains Homestead, established in the 1850s, represents the region's pastoral heritage and now operates as a bed and breakfast. The town is served by the Cecil Plains State School, providing primary and secondary education up to Year 9. Cecil Plains is well-connected by road, with the Toowoomba–Cecil Plains Road facilitating access to nearby regions.



6.1.3 Dalby

Dalby is a rural town and locality situated on the northern Darling Downs, approximately 50 km north of the Project site. As of the 2021 census, it had a population of 12,758 people and serves as the administrative centre for the WDRC LGA. Dalby's economy is primarily driven by agriculture, with the region being one of Queensland's most productive wheat growing areas. The town also serves as a commercial centre, supporting several industries including manufacturing, agribusiness, and energy (TSBE, 2024). Dalby offers a range of amenities and services to its residents, including schools, healthcare facilities, and recreational options. The town is known for its community spirit and hosts various events throughout the year that attract visitors from the region and beyond.

6.1.4 Millmerran

Millmerran is a rural town and locality on the western Darling Downs in Queensland, approximately 50 km south of the Project site. As of the 2021 Census, Millmerran had a population of around 1,500 people. Serving as a regional hub for surrounding agricultural areas, offering schools, healthcare, shopping, and community facilities. The town sits on fertile black soils within the Condamine-Macintyre catchment (Millmerran Commerce & Progress Inc, 2020a), supporting a mix of cropping, including sorghum, cotton, wheat, barley, and pulses, and grazing for sheep and cattle (Millmerran Commerce & Progress Inc, 2020b). Historically, the area formed part of the Yandilla pastoral run established in the early 1840s, with the name 'Millmerran' believed to derive from an Aboriginal expression meaning 'look-out.' Over time, the town evolved from grazing and wool production to a diversified agricultural base while maintaining its role as a service centre for the wider rural district. The surrounding landscape is characterised by gently undulating farmland, large open paddocks, and patches of remnant vegetation, reflecting its productive and scenic rural setting (Millmerran Commerce & Progress Inc, 2020b).

6.1.5 Traditional owners

The Project sits on the Traditional Country of the Bigambul People. The Bigambul People filed their native title claim in April of 2009 with two determinations handed down in the Federal Court of Australia on 1 December 2016 and 23 June 2017 (file number [QUD101/2009](#)). The Bigambul People hold determined native title over approximately 17,134 km² of their land. Their Traditional Country forms an area between the towns of St George, Tara and Texas in the Darling Downs region of Queensland. Their country spans part of the Balonne, Goondiwindi, Toowoomba, and WDRCs.

During European settlement, many Aboriginal people were forcibly relocated to Fraser Island, the Taroom Reserve, and the Barambah Reserve (now Cherbourg). These removals resulted in the disruption of families, disconnection from traditional lands, and the erosion of cultural practices. The Barambah Reserve is located approximately 180 kilometres northeast of the Project Area.

Bigambul people continue to live on and care for their Country, maintaining their connection through the practice of traditional laws and customs. The Bigambul Native Title Aboriginal Corporation (BNTAC) holds and manages the native title rights and interests of the Bigambul People as their prescribed body corporate.

Bigambul's rights-based interests such as Native Title and Cultural Heritage are being addressed in a separate process to this SIA. In addition to this, this SIA addresses social impacts on Traditional Owners as part of the broader community.

6.1.6 European settlement

European settlement at Cattle Creek and Cecil Plains commenced in the early 1840s, following the opening of the Darling Downs for pastoral expansion (Queensland Government, 2025). Cattle Creek, situated south of Cecil Plains, was part of the Dunmore pastoral run occupied by Robert Logan in the 1840s (Queensland Government, 2024). The area remains sparsely populated, with land use primarily focused on grazing and some crop cultivation (Queensland Government, 2025).

In 1841, Henry Stuart Russell and his brother Sydenham established the Cecil Plains pastoral run along the Condamine River, naming it after their mother, Cecil Charlotte Pemberton (Tourism & Events Queensland, 2025). Originally

focused on cattle grazing, the station transitioned to wool production over time. By 1859, James Taylor had acquired the property, expanding it into a significant sheep-fattening enterprise (Tourism & Events Queensland, 2025).

In the 1870s, parts of the Cecil Plains run were resumed to promote closer settlement. In 1916, the Queensland Government acquired the station, subdividing it for smaller farms, including allocations for soldier settlers post-World War I. These developments led to the establishment of wheat and dairy farming in the area. The arrival of the railway in 1919 further facilitated the town's growth (Towns in Australia, 2025).

6.1.7 Community values

The local study area has a strong farming community with some multi-generational families and newer farmers who have relocated to the area. Residents value the natural environment, landscape and scenic amenity, and the ability to produce grain, fibre, and cattle on their properties uninterrupted by noise and traffic typical of urban farming.

Residents of Cecil Plains value their town's strong agricultural base, close-knit community, and relaxed rural lifestyle. The town's identity is closely tied to its productive black soils and cotton and grain industries, supported by one of the largest cotton gins in the Southern Hemisphere (TRC, 2024). Locals take pride in their heritage character, active volunteer groups, and community spirit, reflected in initiatives such as 'Community Conversations' and local safety projects (Our News, 2023; TRC, 2023). The community also values Cecil Plains' open spaces and amenities, such as Apex Park and the local swimming pool, which support its small-town, family-oriented way of life (TRC, 2024).

Millmerran Community Growth Action Plan – Economic Development Strategy (2015), outlined the following vision: 'To build and develop Millmerran to achieve sustainable economic and lifestyle benefits for the district. To promote the district as an exceptional place to live, work, invest and visit.'

The community in Dalby highly values its role as a vibrant regional hub grounded in agriculture, heritage and close-knit lifestyle. The town's identity is shaped by its rich black soil and major farming industries (wheat, sorghum, cotton and cattle) which underline the area's economic and social foundation (Centre for the Government of Queensland, 2018). Residents appreciate the 'modern country living' balance with essential services, shopping, education, health and recreation all within reach, while still retaining the openness, friendliness and everyday convenience of a smaller town (Queensland Property Experts, 2020). Community and cultural life also matter – locals engage in festivals like the 'Delicious & DeLIGHTful' and other annual events that celebrate local produce, diversity and gathering (Experience Western Downs, n.d.)

According to respondents to the SIA survey, the aspects they value most about their community are:

- community, family and friends
- lifestyle
- safety and security
- natural environment
- employment and livelihood opportunities.

6.1.8 Local government policies and plans

6.1.8.1 Darling Downs Regional Plan

The Darling Downs Regional Plan (DSDIP, 2013) is a statutory planning document that provides strategic direction to support the growth, resilience, and sustainability of the Darling Downs region. It balances the interests of agriculture, resources and liveable communities across the six LGAs of Balonne, Goondiwindi, Maranoa, Southern Downs, Toowoomba and Western Downs. The key drivers of the plan include resolving land use competition, safeguarding urban growth areas, identifying infrastructure priorities, and enabling economic diversification.

With respect to supporting liveable communities, the plan identifies the following priority outcomes for community infrastructure:

- supporting community infrastructure needs including optimising the use of existing assets to improve community liveability and induce non-resident workers to relocate

- advocating and attracting telecommunication infrastructure investment to support innovation and technology that enhances industry productivity.

The plan also identifies the pressures that increasing numbers of non-residential populations associated with the resource sector have on housing and accommodation, community services and infrastructure. The plan acknowledges that this will place increasing pressure on local residents affecting housing affordability, cost of living and accessibility of services. The plan recognises that well-informed planning is necessary to ensure that delivery of services and the release of land for development is provided to support growing communities.

6.1.8.2 Toowoomba Regional Council

6.1.8.2.1 Community Growth Action Plans

The Millmerran Community Growth Action Plan (TRC, 2015) was developed collaboratively between TRC and the Millmerran community, to aptly reflect the aspirations, ideals and value systems of the community themselves. In developing the Plan, TRC facilitated several meetings with community members to identify the town's issues, potential solutions and opportunities. The Plan identifies five (5) actions that the Millmerran community determined should be the priority for collective effort:

- Investigate and lobby with Education Queensland for opportunities of non-traditional methods for Year 11 and 12 schooling
- Investigate potential opportunities that may develop from the proposed Inland Rail project
- Develop a unique tourist attraction
- Investigate additional water sources to support agricultural growth
- Investigate potential opportunities that may develop from the proposed Bulli Creek solar farm project.

The Plan is a community led document and initiative, with the actions driven by community involvement and commitment. TRC partners with the community to assist where possible and involve other regional stakeholders as required. The Plan is intended to be a living document, with annual review processes for the community to review progress and determine actions for the coming year.

6.1.8.2.2 Toowoomba Regional Planning Scheme (v28.0)

The Toowoomba Region Planning Scheme (v28.0) (TRC Planning Scheme) commenced on 28 November 2022 and regulates land use, zoning, overlays, development standards and guides growth, sustainability, infrastructure planning. In seeking to achieve this purpose, the TRC Planning Scheme sets out TRC's intention for the future development in the planning scheme area over the next 20 years, and seeks to advance state and regional policies through more detailed local responses, considering the local context.

While TRC is not the Assessment Manager for the Project, they:

- Support the economic, social and environmental wellbeing of the community
- Remain a key stakeholder in RWE's CSEP
- Are an entity with which RWE must execute a CBA
- Will be consulted as part of the DA process directly by the Department of State Development, Infrastructure and Planning (DSDIP)
- Would be the Assessment Manager for related approval requirements including the met mast, and construction related approvals (e.g. civil and road works, temporary on-site accommodation facilities, temporary concrete batching, operational works, etc.).

6.1.8.2.3 Toowoomba Region Economic Development Strategy

The Toowoomba Region Economic Development Strategy (TRC, 2018) reflects TRC's vision for the region's economic development and provides a framework for growing an internationally competitive, vibrant, diverse and inclusive economy.

The Strategy is driven by seven (7) economic development objectives:

- Productive partnerships – a region that embraces collaboration
- Competitive business – a business environment that is strong and internationally competitive
- Innovation and entrepreneurship – a smart region that fosters innovation and grows successful businesses
- Leadership – a region with a strong coordinated voice
- Equitable opportunities – a region where economic benefits are shared
- Skilled workforce – a highly skilled workforce that meets the requirements of business and industry
- Liveability – a region that attracts and retains residents.

The economic development objectives are applied across the following seven (7) priority industries to develop targeted annual actions to promote growth in these sectors:

- Agribusiness
- Transport and logistics
- Advanced manufacturing
- Visitor economy
- Health and education
- Resources
- Defence and aerospace.

Implementation of the Strategy and actions is overseen and monitored by a Regional Economic Development Working Group, including representatives from TRC and the Toowoomba & Surat Basin Enterprise.

6.1.8.2.4 Toowoomba Regional Housing Strategy

The Toowoomba Regional Housing Strategy (Urbis Pty Ltd, 2013) comprises a two-part strategy to provide background research to establish the role TRC needs to play to ensure the region's housing market is affordable, diverse and certain in supply. While the Strategy focused on the priority actions and initiatives for the ten years from 2013-2023, the themes and issues identified remain relevant.

The Strategy explores several key challenges that influence the region's housing environment, including:

- Affordability, and an ageing population that may contribute to a higher proportion of residents impacted by affordability in the future
- Lack of diversity in housing products
- Potential imbalance between the type of dwellings available and growth in demand for different types of dwellings
- Demand for social and affordable housing
- Homelessness
- Growth in the resource sector in the Surat Basin and potential impacts on affordability.

TRC identified the three (3) priority themes of Affordability, Diversity and Choice, which were used to develop key initiatives and objectives for implementation across the region. The key initiatives are:

- Increasing housing diversity through inviting, promoting and rewarding innovation
- Facilitating ageing-in-place for older residents
- Ensuring housing for all through tackling housing affordability, social and community housing supply and homelessness
- Monitoring and responding to housing demand and supply
- Using the planning scheme, planning policies and incentives to full effect.

6.1.8.2.5 Toowoomba Region Youth Strategy 2025-2030

The Toowoomba Region Youth Strategy 2025-2030 (TRC, 2024) provides a framework for TRC to support young people aged between 12-24 years to shape the development of the civic, economic, cultural and social life of the region and reach their own aspirations.

The Youth Strategy was developed following a program of consultation with young people, families and the region's youth sector. This consultation program built a strong evidence base that informed the following four (4) interlinked goals:

- Inclusion and participation
- Connections and wellbeing
- Experiences and diversity
- Services and support systems.

TRC is committed to using these goals to direct strategic priorities for youth engagement throughout the region. While each goal represents a wider sequence of initiatives to be delivered over the next five years, the Youth Strategy is intended to be a living document that will be adjusted to continue to meet changing community needs, priorities and expectations.

6.1.8.2.6 Waste Management Strategy 2021

The TRC Waste Management Strategy 2021 (TRC, 2021) sets out the framework for waste and resource recovery in the region for the 10 years until 2031. TRC has identified the need to address waste management and resource recovery now and in the future, to appropriately manage population growth, changes in waste generation and landfill challenges.

Informed by the National Waste Policy 2018 and Queensland's Waste Management and Resource Recovery Strategy 2018, TRC's Strategy identifies five major outcomes to guide the region's waste management principles, which have in turn allowed the identification of 18 key actions for implementation. The 5 outcomes are:

- Waste avoidance and reduction – Council and the community take responsibility for reducing their own waste and using resources effectively.
- Future capacity and capability – the capacity and capability to manage future waste is secured.
- Commercial focus – transitioning towards a circular economy for waste.
- Advocacy and collaboration – providing advocacy for best practices in waste management.
- Education and awareness – understanding behaviours to prevent waste generation.

6.1.8.3 Western Downs Regional Council

6.1.8.3.1 Western Downs Planning Scheme 2017

The Western Downs Planning Scheme 2017 (WDRC Planning Scheme) establishes the land use and development priorities for the Western Downs LGA for the period of 2017 to 2032. In seeking to achieve this purpose, the WDRC Planning Scheme sets out WDRC's intention for the future development in the planning scheme area, over the next 15 years. The WDRC Planning Scheme seeks to advance state and regional policies through more detailed local responses, considering the local context.

While WDRC is not the Assessment Manager for the Project, they:

- Support the economic, social and environmental wellbeing of the community
- Remain a key stakeholder in RWE's CSEP
- Are an entity with which RWE must execute a CBA
- Will be consulted as part of the DA process directly by DSDIP

- Would be the Assessment Manager for related approval requirements including the met mast, and construction related approvals (e.g. civil and road works, temporary on-site accommodation facilities, temporary concrete batching, operational works, etc.).

6.1.8.3.2 Communities Partnering Framework

The framework establishes Council's expectation for private companies operating in the region and provides directions for companies to support, engage and partner with community organisations as well as council to delivery sustainable economic, social and legacy outcomes.

Council expectations of private companies include:

- Trusted partnerships - building, fostering and maintaining strong and trusted partnerships
- Strong and diverse economy - actively contributing and building a diverse, strong and resilient economy
- Growing liveability - investing in the region's liveability for further generations (including investment in new housing stock)
- It's the people that make it - actively contributing to and participating in local communities (including live local and volunteerism)
- Care for our environment - caring for the environment and mitigating adverse impacts
- First Nations - developing meaningful partnerships with First Nations community
- Celebrate your impact - assessing impacts and celebrating contributions to communities.

The Project will provide direct and indirect contribution to the regional economy and help to build local workforces and employment opportunities, contributing to ongoing social and economic outcomes.

6.1.8.3.3 Draft Western Downs Regional Workforce Plan 2025-2028

The draft plan is a key initiative focused on identifying current and future employment needs, skill shortages, and growth opportunities across the Western Downs region (WDRC, 2025).

Developed through community and stakeholder consultation, the draft plan addresses critical issues and details a strategic pathway for the region to diversify and grow its workforce, build on competitive advantages, and further attract skilled workers to strengthen and grow local businesses.

The draft comprises a range of key actions under the six key strategic pillars of critical infrastructure and service (supporting liveability of the region); attraction (talent pool to support needs of growing industries); retention (belonging, connection and shared identity); training and skilling (support to meet current and future workforce needs); participation (equitable and inclusive employment outcomes); and innovation and technology (adapting to changing world).

The Project presents opportunity to facilitate infrastructure upgrades, employ, train and upskill local workers, and provide ongoing investment, opportunity and presence in the community.

6.1.8.3.4 Western Downs Regional Council Economic Development Strategy 2023-2028

The Economic Development Strategy is a long-term document that aims to further build, strengthen and diversify the Western Downs economy. The Strategy aims to build on the region's competitive advantage and further attract business and investment.

The Strategy focuses on the five key pillars of Jobs and Skills, Liveability and Infrastructure, Population, Productivity and Innovation, and Sustainability and Resilience.

Key projects and opportunities have been identified for each of the five pillars to deliver a strong economy in conjunction with strengthened liveability.

The Project aligns with the five pillars, specifically through the creation employment and procurement opportunities and as a key generator of renewable energy for the region.

6.1.8.3.5 Corporate Plan 2021-2026

The 2021 – 2026 Corporate Plan sets strategic direction for Council's operational activities over five years. The strategic priorities identified under the Plan are:

- Strong diverse economy
- Active vibrant community
- Quality lifestyle
- Sustainable organisation.
- The Plan identifies key measures of success relevant to each priority, and strategic issues that Council will advocate for on behalf of the community.

The Project aligns with the strategic priorities, specifically via economic and investment opportunity, and the ability to contribute to local community investment.

6.1.8.3.6 Local Housing Action Plan 2023: Queensland Housing Strategy 2017-2027

Developed to respond to a range of immediate, emerging, and long-term housing challenges in the Western Downs region, the local housing action plan is initially focused on a set of tactical actions (from 2024) to support strong response to emerging housing and better future housing outcomes.

Key focus areas identified include land and property; housing diversity; workers accommodation; social housing; cohort specific housing; and improved data and needs analysis.

The plan details a range of actions under eight priority areas comprising:

- Land – landholding for disaster response and future housing.
- Planning – identify options to expand development via planning scheme.
- Optimisation – opportunities for underutilised land and property.
- Master planning – for identified land by site, street, suburbs.
- Supports – appropriate service support provision and resilience response.
- People in need – develop specific cohort responses.
- Construction – opportunities to enable new construction.
- Capital solutions – identifying and developing capital solutions for sites.

The Project will appropriately provide accommodate solutions for construction and operational workforces in alignment with the focus areas identified under the Plan.

6.2 Population

6.2.1 Population and change

In 2021, the local study area consisted of 98 people (Table 12). This represents an increase of 25 people (34.2%) since 2016. This could potentially be attributed to people moving to the area for lifestyle changes.

In comparison, Cecil Plains saw minimal growth, with 241 residents and a 2.6% increase, while Dalby had 12,085 residents and a modest 0.7% growth. Millmerran recorded 1,372 residents with similarly low growth of 0.7%.

Toowoomba LGA (7.7%), Western Downs (1.2%), and Queensland (9.6%) during the same period.

The local study area stands out for its high relative population growth, despite its small size, indicating significant local change compared with the slower growth of neighbouring towns and the broader Queensland population increase of 9.6%.

Table 12: Population and population change 2016-2021, study areas compared to Queensland

Study area	Population (2021)	Population change (2016-2021)	% change
Local study area	98	25	34.2
Cecil Plains	241	6	2.6
Dalby	12,085	80	0.7
Millmerran	1,372	10	0.7
Toowoomba LGA	173,204	12,425	7.7
Western Downs LGA	33,843	399	1.2
Queensland	5,156,138	452,945	9.6

Looking ahead, the local study area's population is projected to grow modestly by 5.2% (1,070 people) between 2021 and 2046 (Table 13). In comparison, Toowoomba LGA is expected to grow by 20.6% (36,086 people), Western Downs LGA by 5.9% (2,011 people), and Queensland by 39.9% (Table 13).

Table 13: Population projection 2021-2046, study areas compared to Queensland

Study area	2021	2046	Change	%
Local study area*	20,589	21,659	1,070	5.2
Toowoomba LGA	175,316	211,402	36,086	20.6
Western Downs LGA	34,360	36,371	2,011	5.9
Queensland	5,217,653	7,299,934	2,082,281	39.9

Source: (Queensland Government, 2024)

*Population projection data was not available at the Suburb and Locality (SAL) level, therefore the Statistical Area 2 (SA2) of Millmerran and Wambo was used. These SA2s cover three of the five SALs that make up the local study area and the three nearby service centres.

6.2.2 Aboriginal and Torres Strait Islander population

In 2021, Aboriginal and/or Torres Strait Islander people made up 0% of the population in the local study area – no change since 2016 (Table 14). In comparison, Cecil Plains had the highest proportion among the surrounding communities, increasing from 7.4% in 2016 to 10.9% in 2021 (+3.5%). Dalby recorded 9.0% (+1.8%), while Millmerran had 5.5% (+1.7%). Toowoomba LGA had 5.0% (+1.0%) and the Western Downs region recorded 7.6% (+2.0%). The proportion of Aboriginal and/or Torres Strait Islander people in the key service centres and regional study area was more than Queensland (4.6%).

The increase in the number of Aboriginal and/or Torres Strait Islander people in the key service centres and regional study area could be a result of natural population growth due to higher birth rates and improved life expectancy (healthdirect, 2025). It could also be attributed to higher rates of self-identification among Aboriginal and Torres Strait Islander people in the 2021 Census (Knott, 2022). This increase in identification likely reflects a growing sense of cultural pride and recognition, leading more individuals to identify as Indigenous.

Table 14: Aboriginal and/or Torres Strait Islander Persons 2016-2021, study areas compared to Queensland

Study area	2016 (%)	2021 (%)	% change
Local study area	0.0	0.0	0.0
Cecil Plains	7.4	10.9	3.5
Dalby	7.2	9.0	1.8

Study area	2016 (%)	2021 (%)	% change
Millmerran	3.8	5.5	1.7
Toowoomba LGA	4.0	5.0	1.0
Western Downs LGA	5.6	7.6	2.0
Queensland	4.0	4.6	0.6

6.2.3 Non-resident population

In June 2024, there were 2,260 non-resident persons in the Western Downs LGA and Toowoomba LGA had 180 non-resident persons (QGSO, 2024). From June 2023 to June 2024, in Western Downs, the non-resident population increased by 130 persons (+6%), due to CSG project and wind farm construction. The non-resident population of Toowoomba during the same period remained stable at 180 persons (QGSO, 2024).

6.2.4 Median age and age profile

In 2021, the local study area had a median age of 53 years, significantly higher than the Queensland median of 38 years, indicating an older population profile. The local study area's median age increased by 17 years from 2016 to 2021. This substantial change suggests a notable ageing of the local population, likely due to an outflow of younger residents, an influx of older households, or both.

The local study area had a unique age profile with no children or young people age 0 to 14 years and noticeably higher proportions of residents aged 15–19 years, 45–49 years, and 50–54 years compared to WDRC and TRC LGAs and Queensland (Source: (ABS, 2021)

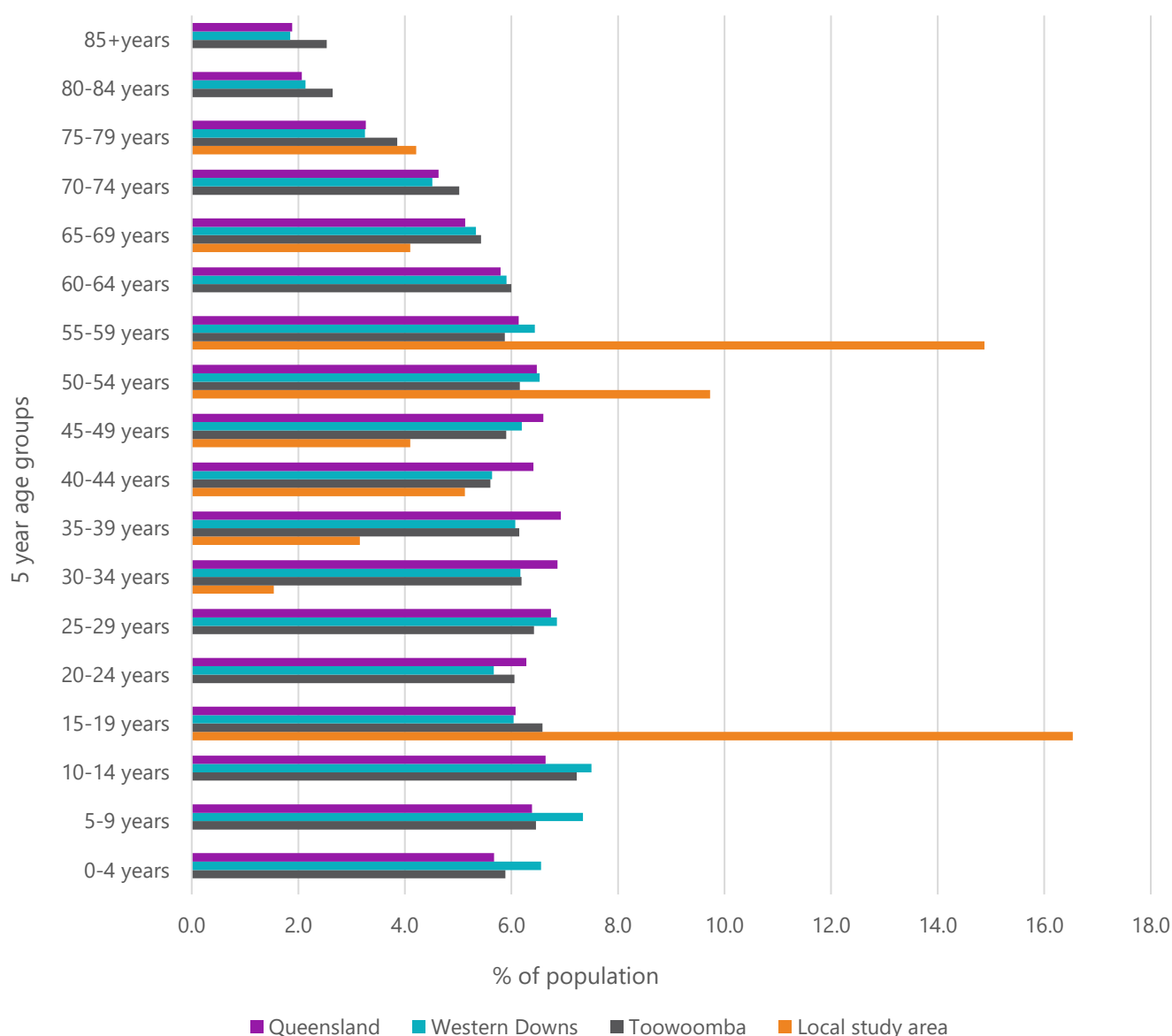
Figure 6).

In comparison, Cecil Plains recorded a median age of 44 years in 2021, down slightly from 46 years in 2016, while Dalby remained relatively stable, increasing only from 34 to 35 years. Millmerran showed a small rise from 42 to 43 years, indicating gradual demographic ageing.

Toowoomba and the Western Downs LGA both experienced modest increases – 37 to 38 years and 38 to 39 years, respectively – mirroring the gradual ageing observed across Queensland as a whole (37 to 38 years).

The ageing population in the local study area, service centres and regional study area may place increased pressure on healthcare services and community facilities. The ageing population in these regions will likely challenge labour supply, economic growth, and infrastructure planning, while increasing demand for aged care and health services. This may present an opportunity for the community benefits associated with the Project to support workforce development, youth retention, and social infrastructure.

Supporting workforce development and youth retention aligns closely with the priorities of Toowoomba and WDRCs. TRC supports these areas through its Planning Scheme, Economic Development Strategy, and Youth Strategy 2025–2030, which prioritise liveability, workforce attraction, and youth engagement. Similarly, WDRC emphasises health and housing in its community planning, and workforce and youth retention in its Economic Development Strategy and Regional Workforce Plan. Both councils recognise these areas as essential to supporting population growth, economic resilience, and long-term regional sustainability.



Source: (ABS, 2021)

Figure 6: Age structure, local study area, Toowoomba LGA, Western Downs LGA and Queensland, 2021

6.3 Income, employment and education

6.3.1 Household income

In 2021, households in the local study area were most commonly within the middle-income bracket (\$800–\$1,749 per week), representing 28.8% of households (Table 15). A further 25.0% were in the low-income bracket (less than \$800 per week), while only 10.4% fell into the high-income bracket (over \$1,750 per week) – considerably below Queensland (38.6%). This indicates a predominantly middle- to lower-income community profile. In comparison, Cecil Plains had a similar share of low and middle-income households (24.3% and 31.3% respectively) but a higher proportion of high-income earners (20.0%). Dalby and Millmerran both displayed stronger high-income representation, at 32.8% and 25.7% respectively, while Toowoomba LGA recorded the highest proportion of high-income households (39.3%), closely aligned with Queensland. Western Downs LGA also showed a relatively balanced income spread, with 18.3% low-, 22.0% middle-, and 27.9% high-income households.

The local study area's concentrated low and middle-income profile is likely due to employment dominated by agriculture, which tends to offer moderate, stable incomes and fewer higher paying jobs, professional services or corporate roles available compared to Toowoomba LGA.

Table 15: Household income by low, middle and high brackets, study areas compared to Queensland, 2021

Study area	Low income bracket (<\$800/week)	Middle income bracket (\$800-\$1,749/week)	High income bracket >\$1,750
Local study area	25.0%	28.8%	10.4%
Cecil Plains	24.3%	31.3%	20.0%
Dalby	19.2%	24.6%	32.8%
Millmerran	23.7%	24.5%	25.7%
Toowoomba	20.3%	25.7%	39.3%
Western Downs	18.3%	22.0%	27.9%
Queensland	17.2%	23.3%	38.6%

6.3.2 Labour force participation

In 2021, the local study area recorded a high proportion of residents employed full-time (40.0%), well above Queensland 28.0% (Table 16). A further 14.0% worked part-time, and 6.0% were employed but away from work¹. No unemployment was reported, with 0% of residents looking for either full-time or part-time work, suggesting strong local labour force participation among those employed. This reflects the local study area consisting predominantly of family run farms.

In comparison, Cecil Plains had 24.4% of residents employed full-time and 14.3% part-time, with a small 2.1% seeking full-time work. Dalby showed a similar pattern to Queensland, with 28.6% full-time and 14.5% part-time employment, while Millmerran recorded 26.8% full-time and 12.8% part-time.

Toowoomba LGA had 27.9% full-time and 15.3% part-time employment, and the Western Downs LGA reported 28.8% full-time and 12.9% part-time employment – both consistent with Queensland-wide trends.

Table 16: Labour force status, study areas compared to Queensland, 2021

Study area	Employed, worked full-time	Employed, worked part-time	Employed, away from work	Unemployed, looking for full-time work	Unemployed, looking for part-time work
Local study area	40.0	14.0	6.0	0.0	0.0
Cecil Plains	24.4	14.3	1.3	2.1	0.0
Dalby	28.6	14.5	2.7	1.3	1.1
Millmerran	26.8	12.8	2.8	0.9	0.7
Toowoomba LGA	27.9	15.3	2.7	1.3	1.1
Western Downs LGA	28.8	12.9	3.0	1.3	0.8
Queensland	28.0	15.3	4.2	1.5	1.2

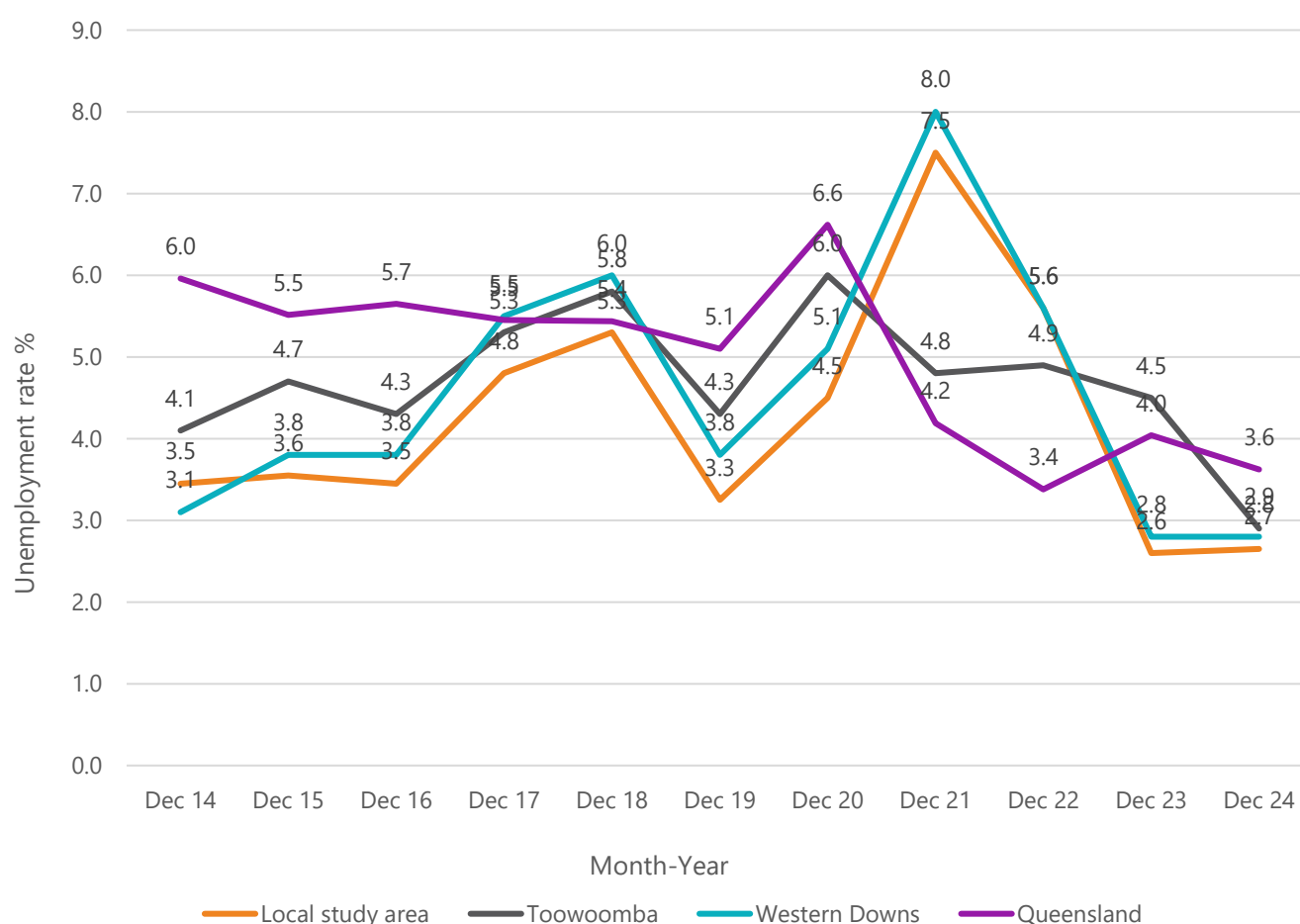
¹ Refers to people who responded that they had a job in the week before the Census, but were away from work on holidays, on paid leave, on strike, or temporarily stood down.

6.3.3 Unemployment timeseries

Between December 2014 and December 2024, the unemployment rate in the local study area² fluctuated, peaking at 7.5% in 2021 during the COVID-19 pandemic before dropping sharply to 2.6% in 2023 and slightly rising to 2.7% in 2024 (Figure 7).

This trend was more volatile compared to Toowoomba LGA and Queensland, which experienced smaller peaks and steadier declines in recent years. The local study area had the lowest unemployment rates most of the time except for during the COVID-19 pandemic. Queensland overall, had higher unemployment rates in earlier years (6.6% in 2014) but saw a gradual decline to 3.6% by 2024.

A relatively low unemployment rate in the local and regional study area can pose challenges for recruiting a local workforce. With most people already employed, there's a smaller pool of available workers, making it difficult to fill roles, especially those requiring specific skills or experience. This matter may be compounded by other renewable energy projects occurring in the region with overlapping timeframes competing for the same pool of workers. A tight local labour market may force employers to import workers from other regions.



Source: (Department of Employment and Workplace Relations, 2025)

Figure 7: Unemployment rate, local study area, Toowoomba LGA, Western Downs LGA, and Queensland, December 2014 to December 2024

6.3.4 Key industries and occupations of employment

In 2021, the local study area's employment was heavily concentrated in Agriculture, Forestry and Fishing, with 38.5% of workers employed in this sector – dramatically higher than Queensland's 1.2%, reflecting the area's strong

² Unemployment timeseries data was not available at the Suburb and Locality (SAL) level, therefore the Statistical Area 2 (SA2) of Millmerran and Wambo was used. These SA2s cover three of the five SALs that make up the local study area and the three nearby service centres.



agricultural focus (Table 17). Other notable industries in the local area included Other Services (5.0%), Health Care and Social Assistance (4.0%), Manufacturing (3.3%), and Construction (3.3%). By comparison, nearby service centres showed a more diversified employment profile:

- Cecil Plains had higher employment in Education and Training (6.3%) and moderate Agriculture (5.9%)
- Dalby's workforce was more concentrated in Health Care and Social Assistance (5.4%) and Retail Trade (5.9%)
- Millmerran had moderate employment in Agriculture (8.6%) and Health Care (4.8%)
- Toowoomba was dominated by Health Care and Social Assistance (8.5%), with Mining (3.9%) and Retail Trade (4.2%) also significant
- Western Downs showed Agriculture (8.2%), Health Care (4.0%), and Retail Trade (4.2%) as its main sectors.

Across Queensland, Health Care and Social Assistance (7.3%), Construction (4.3%), and Retail Trade (4.4%) were the largest industries, with Agriculture representing only a small share. The local study area stands out for its strong reliance on agriculture, in contrast to the more diversified employment patterns seen regionally and statewide.

Table 17: Industry of employment, study areas and Queensland, 2021

Industry of employment	Local study area (%)	Cecil Plains (%)	Dalby (%)	Millmerran (%)	Toowoomba (%)	Western Downs (%)	Queensland (%)
Agriculture, Forestry and Fishing	38.5	5.9	3.3	8.6	2.7	8.2	1.2
Other Services	5.0	1.3	2.4	0.9	1.9	1.7	1.9
Health Care and Social Assistance	4.0	2.1	5.4	4.8	8.5	4.0	7.3
Manufacturing	3.3	8.8	3.2	1.4	3.1	2.1	2.7
Construction	3.3	1.7	3.5	3.4	1.8	1.8	4.3
Mining	0.0	0.0	1.4	1.5	3.9	3.8	1.1
Electricity, Gas, Water and Waste Services	0.0	0.0	0.9	2.8	0.6	1.4	0.6
Wholesale Trade	0.0	1.3	1.7	0.8	1.1	1.1	1.1
Retail Trade	0.0	1.7	5.9	3.5	4.2	4.2	4.4
Accommodation and Food Services	0.0	1.7	3.2	2.0	2.7	2.6	3.4
Transport, Postal and Warehousing	0.0	2.9	1.7	1.1	1.8	1.8	2.2
Information Media and Telecommunications	0.0	0.0	0.1	0.0	0.3	0.1	0.5
Financial and Insurance Services	0.0	0.0	0.6	0.4	1.1	0.4	1.2
Rental, Hiring and Real Estate Services	0.0	0.0	0.5	0.0	0.5	0.5	0.8
Professional, Scientific and Technical Services	0.0	1.7	1.5	0.3	2.1	1.3	3.2

Industry of employment	Local study area (%)	Cecil Plains (%)	Dalby (%)	Millmerran (%)	Toowoomba (%)	Western Downs (%)	Queensland (%)
Administrative and Support Services	0.0	0.0	1.3	2.2	1.1	1.1	1.6
Public Administration and Safety	0.0	2.1	3.1	2.0	2.7	2.3	2.9
Education and Training	0.0	6.3	3.8	3.2	4.9	3.6	4.2
Arts and Recreation Services	0.0	0.0	0.3	0.0	0.4	0.2	0.7

Between 2016 and 2021, the local study area's employment profile became even more concentrated in agriculture (Table 17 and Table 18). Employment in Agriculture, Forestry and Fishing rose sharply from 27.4% to 38.5%, reinforcing the sector's dominance (Table 17 and Table 18). At the same time, diversity across other industries declined. In 2016, small shares of employment were recorded in Retail Trade and Professional, Scientific and Technical Services (both 5.5%), but by 2021 these sectors no longer featured, with most other industries showing 0%. Only Other Services (5.0%) and Health Care and Social Assistance (4.0%) retained modest representation in 2021.

The data suggest the local economy became more agriculturally dependent and less economically diversified between 2016 and 2021 – a trend opposite to that seen in Toowoomba LGA, Western Downs LGA, and Queensland, where employment remained distributed across various sectors.

Table 18: Industry of employment, study areas and Queensland, 2016

Industry of employment	Local study area	Cecil Plains (%)	Dalby (%)	Millmerran (%)	Toowoomba	Western Downs	Queensland
Agriculture, Forestry and Fishing	27.4	5.5	2.8	9.0	2.8	8.3	1.3
Retail Trade	5.5	3.0	5.5	3.8	4.2	4.0	4.5
Professional, Scientific and Technical Services	5.5	1.7	1.7	0.7	2.0	1.4	2.8
Mining	0.0	0.0	1.3	2.0	0.8	1.8	1.1
Manufacturing	0.0	8.5	3.5	1.0	3.0	2.2	2.7
Electricity, Gas, Water and Waste Services	0.0	0.0	1.1	2.9	0.5	1.2	0.5
Construction	0.0	2.1	3.9	4.9	3.8	3.9	4.1
Wholesale Trade	0.0	0.0	1.9	0.2	1.3	1.2	1.2
Accommodation and Food Services	0.0	1.3	3.0	1.6	2.6	2.5	3.3
Transport, Postal and Warehousing	0.0	3.8	1.8	1.8	1.9	1.7	2.3
Information Media and Telecommunications	0.0	0.0	0.2	0.0	0.3	0.2	0.5

Industry of employment	Local study area	Cecil Plains (%)	Dalby (%)	Millmerran (%)	Toowoomba	Western Downs	Queensland
Financial and Insurance Services	0.0	0.0	0.8	0.5	1.2	0.5	1.2
Rental, Hiring and Real Estate Services	0.0	0.0	0.5	0.3	0.6	0.5	0.9
Administrative and Support Services	0.0	0.0	1.1	1.9	1.1	1.0	1.6
Public Administration and Safety	0.0	3.4	3.2	2.1	2.9	2.4	3.0
Education and Training	0.0	4.7	4.0	2.6	4.9	3.5	4.1
Health Care and Social Assistance	0.0	2.1	4.0	5.4	6.5	3.2	5.9
Arts and Recreation Services	0.0	0.0	0.2	0.2	0.4	0.2	0.7
Other Services	0.0	0.0	2.2	2.0	1.8	1.6	1.8

In 2021, the local study area's workforce was strongly concentrated in managerial roles, with 30.0% employed as Managers – substantially higher than Queensland's 5.9% and the nearby towns, reflecting a concentration of business or farm ownership (Table 19). Other significant occupations included Labourers (11.0%) and Technicians and Trades Workers (10.0%), while Professionals (5.0%) and Clerical and Administrative Workers (4.0%) were less common. In contrast, the nearby service centres showed more balanced distributions, with Cecil Plains notable for Machinery Operators and Drivers (10.5%), Dalby for Technicians/Trades Workers (8%), and Toowoomba LGA for Professionals (9%). The local area stands out for its unusually high share of managerial positions, likely reflecting the prevalence of farm or business ownership compared with the regional study area and Queensland.

Table 19: Occupation, study areas and Queensland, 2021

Occupation	Local study area	Cecil Plains	Dalby	Millmerran	Toowoomba LGA	Western Downs LGA	Queensland
Managers	30.0	5.5	5.1	6.1	5.5	8.6	5.9
Labourers	11.0	8.8	6.3	9.5	5.3	6.6	4.8
Technicians and Trades Workers	10.0	4.6	8.0	6.2	6.6	6.9	6.5
Professionals	5.0				9.0	5.1	10.2
Clerical and Administrative Workers	4.0	3.8	5.6	3.4	5.7	4.8	6.0
Sales Workers	0.0	2.1	5.0	3.9	3.9	3.4	4.1
Community and Personal Service Workers	0.0	2.9	5.1	4.2	6.2	4.1	5.8

Occupation	Local study area	Cecil Plains	Dalby	Millmerran	Toowoomba LGA	Western Downs LGA	Queensland
Machinery Operators and Drivers	0.0	10.5	4.0	5.0	2.9	4.2	3.2

Comparing 2021 to 2016, the local study area saw a notable increase in managerial roles, rising from 20.5% to 30%, reinforcing the prevalence of farm or business ownership (Table 20). Labourers also increased from 8.2% to 11%, and Technicians and Trades Workers nearly doubled from 5.5% to 10%, while Professionals rose slightly from 4.1% to 5%. Toowoomba LGA maintained a strong professional workforce, and Cecil Plains continued to have high proportions of Machinery Operators and Drivers (10.5%). The local study area's workforce has become more concentrated in managerial, labour, and trades roles over the five-year period, contrasting with more evenly distributed occupations regionally and across Queensland.

Table 20: Occupation, study areas and Queensland, 2016

Occupation	Local study area	Cecil Plains	Dalby	Millmerran	Toowoomba LGA	Western Downs LGA	Queensland
Managers	20.5	5.5	5.1	6.1	5.5	8.4	5.5
Labourers	8.2	8.8	6.3	9.5	5.4	5.9	4.8
Sales Workers	6.8	2.1	5.0	3.9	4.0	3.5	4.4
Technicians and Trades Workers	5.5	4.6	8.0	6.2	6.7	6.9	6.5
Professionals	4.1	2.5	6.2	2.9	8.3	4.9	9.0
Community and Personal Service Workers	0.0	2.9	5.1	4.2	4.9	3.5	5.1
Clerical and Administrative Workers	0.0	3.8	5.6	3.4	5.9	4.8	6.2
Machinery Operators and Drivers	0.0	10.5	4.0	5.0	3.0	4.4	3.1

6.3.5 Volunteer work for an organisation or group

In 2021, the local study area reported that 14% of residents undertook volunteer work for an organisation or group, a higher rate than Queensland of 11.5% (Table 21). Around 72.0% of residents were not involved in volunteering. In comparison, Cecil Plains and Millmerran had a similar volunteer rate of around 14%, while Dalby recorded a slightly lower volunteering rate of 12.9%. The Western Downs LGA reported the highest proportion of volunteers at 15.3%, while Toowoomba LGA recorded a slightly lower rate of 13.3%, still above the state average. These figures suggest that the local study area and nearby communities such as Cecil Plains and Millmerran demonstrate strong community engagement through volunteering.

Table 21: Volunteer work for an organisation or group, study areas compared to Queensland, 2021

Study area	Not a volunteer	Volunteer	Voluntary work not stated
Local study area	72.0	14.0	10.0

Study area	Not a volunteer	Volunteer	Voluntary work not stated
Cecil Plains	55.5	14.3	11.3
Dalby	58.5	12.9	6.0
Millmerran	59.5	14.1	8.3
Toowoomba	62.2	13.3	4.9
Western Downs	54.6	15.3	8.6
Queensland	64.1	11.5	5.7

6.3.6 Level of education attainment and participation

6.3.6.1 Secondary education

In 2021, the local study area had a relatively high level of school attainment, with 45.0% of residents completing Year 12 or equivalent, slightly above the Queensland average of 44.7% (Table 22). In comparison, Cecil Plains recorded a much lower rate of Year 12 completion (17.2%), with a higher share completing Year 10 (29.8%) and Year 8 or below (11.8%) (Table 22). Dalby showed higher educational attainment compared to Cecil Plains and Millmerran, with 32.9% completing Year 12, while Millmerran recorded 28.2%, both below the state average but above Cecil Plains.

Toowoomba LGA had 39.7% of residents completing Year 12, reflecting higher educational attainment than Western Downs LGA (31.4%) but below Queensland.

The local study area demonstrates one of the highest levels of school completion among the surrounding communities, broadly aligning with the Queensland average and indicating stronger educational outcomes compared with other parts of Toowoomba LGA.

Table 22: Highest year of school completed, study areas compared to Queensland, 2021

Study area	Year 12 or equivalent	Year 11 or equivalent	Year 10 or equivalent	Year 9 or equivalent	Year 8 or below	Did not go to school
Local study area	45.0%	6.0%	28.0%	7.0%	6.0%	0.0%
Cecil Plains	17.2%	5.5%	29.8%	4.6%	11.8%	0.0%
Dalby	32.9%	6.1%	21.6%	5.3%	5.1%	0.3%
Millmerran	28.2%	5.0%	27.4%	4.7%	7.5%	0.8%
Toowoomba	39.7%	5.7%	20.1%	4.4%	4.6%	0.7%
Western Downs	31.4%	5.7%	21.9%	5.2%	5.2%	0.3%
Queensland	44.7%	6.1%	17.2%	3.9%	3.1%	0.5%

6.3.6.2 Non-school qualification and educational institution attending

In 2021, residents of the local study area were most qualified in Agriculture, Environmental and Related Studies (20.0%), a rate far exceeding the Queensland average of 1% (Table 23). This reflects the area's strong agricultural base. Other notable fields included Engineering and Related Technologies (11.0%) and smaller shares in Health (3.0%), Management and Commerce (3.0%), and Society and Culture (3.0%), while no qualifications were reported in other fields. In comparison, Cecil Plains also showed an agricultural focus, though at a lower rate (2.5%), with modest proportions in Engineering (5.0%) and Food, Hospitality and Personal Services (4.6%). Dalby had more diverse qualifications, particularly in Management and Commerce (6.7%) and Engineering (8.0%), while Millmerran similarly

recorded higher proportions in Engineering (6.5%) and Management and Commerce (5.0%) (Table 23). Toowoomba LGA had a broader educational profile, led by Management and Commerce (7.7%) and Health (6.1%), while Western Downs LGA showed strength in Engineering (7.4%) and Agriculture (2.8%) (Table 23). The local study area stands out for its exceptionally high concentration of agricultural qualifications, highlighting its strong connection to primary industry compared with nearby communities and the Queensland average.

Table 23: Non-School Qualification Field of Study, study areas compared to Queensland, 2021

Field of Study	Local study area	Cecil Plains	Dalby	Millmerran	Toowoomba	Western Downs	Queensland
Agriculture, Environmental and Related Studies	20.0	2.5	2.1	3.6	1.7	2.8	1.0
Engineering and Related Technologies	11.0	5.0	8.0	6.5	7.0	7.4	7.4
Health	3.0	1.7	3.9	3.6	6.1	3.5	5.5
Management and Commerce	3.0	2.5	6.7	5.0	7.7	6.1	9.3
Society and Culture	3.0	3.8	3.9	3.6	5.6	3.6	6.0
Natural and Physical Sciences	0.0	0.0	0.5	0.4	0.9	0.4	1.2
Information Technology	0.0	0.0	0.5	0.0	0.8	0.4	1.3
Architecture and Building	0.0	2.5	2.0	2.3	2.5	2.0	2.9
Education	0.0	1.3	3.8	3.4	4.7	3.7	4.0
Creative Arts	0.0	0.0	0.4	0.4	1.1	0.5	1.7
Food, Hospitality and Personal Services	0.0	4.6	2.6	2.7	2.8	2.4	2.8
Mixed Field Programmes	0.0	0.0	0.1	0.0	0.1	0.1	0.1

In 2021, the local study area had a small proportion of residents attending tertiary education, with 3% enrolled in university or other higher education and no reported participation in vocational education (TAFE or private training providers) or other types of tertiary study (Table 24). In comparison, Cecil Plains had 2.1% attending vocational education and no university enrolments. Dalby showed a slightly broader distribution, with 2.1% in vocational education, 1.9% in university, and 1% in other educational institutions. Millmerran reported low participation across all categories, with 1.3% in vocational education, 0.9% in university, and 0.7% in other institutions. Toowoomba LGA had higher tertiary participation, with 3.6% attending university and 2.4% in vocational education, while the Western Downs LGA recorded 1.5% in university and 1.6% in vocational education. The local study area had limited tertiary education participation, slightly below or comparable to surrounding rural communities, and lower than Queensland.

Table 24: Type of Educational Institution Attending, study area and Queensland, 2021

Study area	Tertiary - Vocational education (including TAFE and private training providers)	Tertiary - University or other higher education	Tertiary - not further defined	Other
Local study area	0.0	3.0	0.0	0.0
Cecil Plains (L)	2.1	0.0	0.0	0.0
Dalby	2.1	1.9	0.0	1.0
Millmerran	1.3	0.9	0.0	0.7
Toowoomba	2.4	3.6	0.0	1.0
Western Downs	1.6	1.5	0.0	0.7
Queensland	2.1	4.3	0.0	0.9

6.3.7 Socio-economic indexes for areas

The Index of Relative Socio-economic Advantage and Disadvantage (IRSAD) summarise information about the economic and social conditions of people and households within an area. This index includes both relative advantage and disadvantage measures (ABS, 2025). A low score indicates relatively greater disadvantage and a lack of advantage in general. For example, an area could have a low score if there are many households with low incomes, or many people in unskilled occupations, and a few households with high incomes, or few people in skilled occupations. A high score indicates a relative lack of disadvantage and greater advantage in general. For example, an area may have a high score if there are many households with high incomes, or many people in skilled occupations, and few households with low incomes, or few people in unskilled occupations (ABS, 2025).

In 2021, the local study area on average scored 819 (decile 3), showing moderate disadvantage compared with the service centres and regional study area. Cecil Plains (902) and Millmerran (878) were in decile 2, while Dalby (922) also scored in decile 3. Toowoomba LGA (959, decile 7) had higher scores, indicating greater socio-economic advantage. Western Downs LGA scored 922 (decile 5), reflecting an intermediate level of advantage.

6.4 Housing and accommodation

6.4.1 Residential housing and accommodation

6.4.1.1 Availability and supply

Millmerran is an older established locality with smaller average household sizes and an ageing population. To meet the needs of its ageing population and to support residents wishing to downsize while remaining in the community, Millmerran may need to encourage more medium and higher-density housing forms within the township (TRC, 2025). Facilitating well-located infill and smaller dwellings near services and amenities would promote housing diversity, improve affordability, and enhance Millmerran's role as a key residential and service centre for the surrounding rural district (TRC, 2025).

TRC have land available for residential development in Cecil Plains, but they are not connected to services. TRC does not have plans to connect the properties to services but could facilitate connection if a developer is willing (TRC, 2025a).

The Western Downs region is facing a multitude of factors affecting housing supply including low availability of land, low housing stock levels, low building approval rates, lack of housing diversity, and low housing vacancies rates

(WDRC, 2023). The region is seeing minimal building applications resulting in a slowing (to non-existent) entry of new housing stock (WDRC, 2023).

To grow housing diversity and supply, the WDRC has increased its Housing and Land Incentive to \$5 million (WDRC, 2024). Designed to encourage residents and developers with a vision to construct units or subdivide land to bring their projects to reality, this incentive is intended to stimulate construction by offering generous application fee discounts and discounted infrastructure charges to approved developments across the region (WDRC, 2024).

Recent environmental disasters have further affected the housing supply in Tara and Dalby. For example, in February – March 2022, flooding impacted Dalby (Queensland Reconstruction Authority, 2022). Several homes in Dalby were inundated, and hundreds were damaged (Chen, Hewson, & Moodie, 2024).

6.4.1.2 Housing tenure

In 2021, the local study area showed a mixed pattern of housing tenure (Table 25). Around 29.2% of dwellings were owned outright and 16.7% were owned with a mortgage, while 18.8% were rented (Table 25). A relatively high proportion, 14.6%, occupied their homes rent-free, and 6.3% fell into other tenure arrangements.

In comparison, Cecil Plains had a higher outright ownership rate (33.9%) and a larger share of rented dwellings (25.2%), but very few occupied rent-free (3.5%). Dalby displayed a greater reliance on mortgages (28.1%) and renting (30.9%), with minimal rent-free occupancy (0.8%). Millmerran had tenure patterns similar to Cecil Plains, with 30.6% owned outright and 25.8% rented.

Toowoomba LGA showed higher mortgage reliance (28.0%) and renting (28.2%) compared to the local study area, while Western Downs LGA had moderate levels of outright ownership (26.3%) and renting (25.3%).

The local study area reflects a diverse mix of tenure types, with comparatively higher rent-free occupancy than nearby communities and Queensland, indicating unique local housing arrangements alongside conventional ownership and rental patterns.

Table 25: Tenure type, study areas compared to Queensland, 2021

Study area	Owned outright	Owned with a mortgage	Purchased under a shared equity scheme	Rented	Occupied rent free	Occupied under a life tenure scheme	Other
Local study area	29.2	16.7	0.0	18.8	14.6	0.0	6.3
Cecil Plains	33.9	15.7	0.0	25.2	3.5	0.0	0.0
Dalby	23.7	28.1	0.1	30.9	0.8	0.1	0.1
Millmerran	30.6	19.1	0.0	25.8	1.7	0.0	0.0
Toowoomba LGA	28.8	28.0	0.1	28.2	1.0	0.7	0.2
Western Downs LGA	26.3	20.4	0.1	25.3	3.3	0.2	0.3
Queensland	25.7	29.4	0.1	28.8	0.9	0.6	0.2

6.4.1.3 Dwelling size

In 2021, housing in the local study area was dominated by larger dwellings, with 35.4% having four bedrooms and 16.7% three bedrooms, while 6.3% each had two or five bedrooms (Table 26). In comparison, Cecil Plains had a higher proportion of three-bedroom homes (48.7%), but fewer larger dwellings, while Dalby showed a mix of three- and four-bedroom homes (36.3% and 28.1% respectively). Millmerran followed a similar pattern to Dalby, with most dwellings having three (37%) or four bedrooms (19.5%).

Toowoomba LGA was dominated by three (36.0%) and four-bedroom homes (28.1%), while Western Downs LGA showed a slightly smaller share of larger dwellings, with 31.0% three-bedroom and 24.5% four-bedroom homes.

The local area had a higher proportion of large homes and fewer small dwellings compared to Queensland, reflecting its rural character, where housing tends to be more spacious and built on larger properties such as farms or family-owned land.

Table 26: Number of bedrooms in private dwelling, study areas compared to Queensland, 2021

Study area	None (includes studio apartments or bedsitters)	One bedroom	Two bedrooms	Three bedrooms	Four bedrooms	Five bedrooms	Six bedrooms or more
Local study area	0.0	0.0	6.3	16.7	35.4	6.3	0.0
Cecil Plains	2.6	3.5	15.7	48.7	12.2	0.0	0.0
Dalby	0.6	2.3	10.7	36.3	28.1	4.6	0.9
Millmerran	1.1	5.6	12.6	37.0	19.5	1.4	1.0
Toowoomba	0.4	2.6	13.9	36.0	28.1	5.1	1.1
Western Downs	1.1	3.6	9.9	31.0	24.5	4.5	1.2
Queensland	0.8	4.5	14.8	32.3	26.5	5.5	1.3

6.4.1.4 Dwelling and household composition

In 2021, most private households across the study areas were one-family households with only family members present (Table 27). In the service centres, one-family households with only family members present ranged from 46.5% in Millmerran to 55.6% in Dalby, similar to the Queensland average of 56.4%. Toowoomba LGA has slightly more one-family households with only family members present (57.6%) compared to the local study area, service centres, and Western Downs LGA (58.7%).

Lone person households were more common in Cecil Plains (29.6%) and Millmerran (23.1%) than the state average (21.0%) (Table 27). Group households were relatively uncommon across the study areas, generally below Queensland (3.7%), while multi-family households (two or more families) were rare in all locations. Visitor-only dwellings were slightly more common in Millmerran (7.3%) and the local study area (12.5%) than across Queensland (2.1%).

Table 27: Household composition, study areas compared to Queensland, 2021

Study area	One family household with only family members present	One family household with non- family members present	Two family household	Three or more family household	Lone person household	Group household	Visitors only
Local study area	56.3	0.0	0.0	0.0	12.5	0	12.5
Cecil Plains	47.0	0.0	0.0	0.0	29.6	6.1	0.0
Dalby	55.6	1.7	0.9	0.1	21.5	2.6	2.7
Millmerran	46.5	1.9	1.1	0.0	23.1	2.7	7.3

Study area	One family household with only family members present	One family household with non-family members present	Two family household	Three or more family household	Lone person household	Group household	Visitors only
Toowoomba LGA	57.6	1.8	1.2	0.0	23.9	2.7	1.3
Western Downs LGA	48.7	1.6	0.9	0.1	20.0	2.3	4.1
Queensland	56.4	2.4	1.6	0.1	21.0	3.7	2.1

6.4.1.5 Median mortgage repayments and mortgage stress

In 2021, the local study area had an average median monthly mortgage repayment of \$1,325. However, this figure masks considerable variation within the area: Cattle Creek, Dunmore, Halliford, and Marmadua each reported zero median repayments, while Weir River had a significantly higher median of \$5,300 per month.

Cecil Plains, Dalby, Millmerran, and Western Downs LGA had median repayments of \$964, \$1,300, \$1,083, and \$1,300 respectively, while Toowoomba LGA's median was higher at \$1,517. Across Queensland, the state median was \$1,733 per month, highlighting the contrast between smaller rural areas and larger regional centres. Median monthly mortgage repayment and weekly rent in Cecil Plains increased by \$334 and \$40, respectively. Conversely, median monthly mortgage repayments in Dalby and Millmerran decreased but rental payments slightly increased by \$5 and \$20, respectively. Mortgage repayments in Western Downs LGA also increased (\$100), but Toowoomba LGA and Queensland remained the same.

The small number of households in the local study area means the ABS does not publish mortgage stress. However, this information was available for the key service centres and regional study area. In 2021, the proportion of households experiencing mortgage stress varied across the region. Cecil Plains had the highest level at 22.2%, while Dalby and Millmerran were much lower at 7.4% and 6.1%, respectively. Western Downs LGA (9%) and Toowoomba LGA (9.4%) recorded moderate levels of mortgage stress, and Queensland was 11.9%.

6.4.1.6 Properties sold and for sale

In the past 12 months, as of 24 October 2025, one (1) property was sold, and no properties were for sale in the local study area³ (realestate.com.au, 2025). This data suggests a very tight housing market in the area as of October 2025. This scarcity of available homes could lead to increased competition among buyers, potentially driving up property prices and making it harder for new buyers to enter the market.

6.4.1.7 Rental housing

In September 2025, the residential vacancy rate was 0% in the local study area, Cecil Plains and Millmerran, with 0.1% vacancy rate in Dalby (SQM Research, 2025). As of 24 October 2025, there were no rental properties available in the local study area⁴, Cecil Plains and Millmerran, with four rental properties available in Dalby (realestate.com.au, 2025).

In 2021, 5% of households in the lowest 40% of incomes were paying more than 30% of household income on rent in the local study area⁵ (Queensland Rental Vulnerability Index, 2025). Since 2016, the proportion of households experiencing rental stress decreased by 11% from 16% (Queensland Rental Vulnerability Index, 2025). The decrease in rental stress may be due to a combination of rising incomes, stable or falling rents, population shifts, and increased access to rent-free or affordable housing.

³ The local study area in the context of properties sold was different to the local study area boundary but included Cecil Plains, QLD 4407, Dunmore, QLD 4407, Cattle Creek, QLD 4407, Weir River, QLD 4406, Halliford, QLD 4406, Marmadua, QLD 4405.

⁴ See footnote 2 above.

⁵ Rental stress data is only available at the postcode level. The postcode boundaries do not align with the local study area boundary but suburbs approximately 45 minutes drivetime from the Project site were included – see footnote 2 above.

6.4.2 Short-term accommodation

There are 18 short-term accommodation providers with a combined total of approximately 350 rooms across Cecil Plains, Millmerran and Dalby (Table 28). There are three (3) providers in Cecil Plains, four (4) in Millmerran and the remainder in Dalby.

Short-term accommodation providers in Cecil Plains host visitors, contractors and seasonal workers for the cotton gin and broadacre crops.

Table 28: Short-term accommodation

Facility	Number of rooms	Approximate travel time from the Project site
Victory Hotel (Cecil Plains)	5	15 mins
Cecil Plains Homestead	Not specified	20 mins
Cecil Plains Caravan Park	12 sites	
Millmerran Village Caravan Park	45	1 hour
The Mill Inn Tavern	5 motel rooms and several cabins	
Millmerran Motel	11	
The Sundowner Hotel Millmerran	10	
Australian Hotel Motel, Dalby	21	
Country Pathfinder Motor Inn, Dalby	16	
Dalby Fairway Motor Inn	24	
Dalby Homestead Motel	28	
Dalby Manor Motor Inn	10	
Dalby Mid Town Motor Inn	21	
Dalby Parkview Motel	20	
Drovers Motor Inn, Dalby	32	
Dalby Tourist Park	19	
Gallery Motor Inn, Dalby	19	
Kobbers Motor Inn, Dalby	22	

6.4.3 Non-resident workforce accommodation

Workforce accommodation villages (WAVs) are typically the dominant facilities used to accommodate non-resident workers while on shift in the Western Downs LGA. In June 2024, almost three quarters of the non-resident population in Western Downs LGA (74.7% or 1,690 persons) were accommodated in WAVs, while the remainder were housed in other accommodation including hotel/motels (QGSO, 2024). Compared to the year prior (June 2023), the overall non-resident population in the LGA increased resulting in an additional demand for both WAV and other accommodation (by 80 and 55 persons, respectively) during the latest reporting period. This increase in demand was largely generated by an increased number of construction workers at coal seam gas (CSG) and wind farm projects (QGSO, 2024). Conversely, according to the QGSO, there were no WAVs located in Toowoomba LGA in June 2023 or June 2024. Non-resident workers in Toowoomba LGA stayed in hotels/motels, caravan parks, and other types of short-term accommodation (QGSO, 2024).

There is one privately operated non-resident workforce accommodation facility in Dalby for mining, energy and infrastructure workforce (Table 29). There is another facility planned for Millmerran to accommodate the construction workforce for Genex's proposed Bulli Creek Solar Farm.

Regarding the Bulli Creek Solar Farm workers' camp, TRC approved the development of accommodation in Millmerran for up to 800 workers to support Genex's proposed project (Figure 8) (Genex, 2025). Construction was scheduled to begin in 2025, with the camp expected to host workers by 2026. However, on 22 July 2025, it was reported that an appeal had been lodged with the Queensland Planning and Environment Court challenging the Council's approval (Vorrath, 2025).

Table 29: Non-resident workforce accommodation

Facility	Number of rooms	Approximate travel time from the Project site
Ausco Stayover, Dalby	384	1 hour +



Source: (Genex, 2025)

Figure 8: Proposed Bulli Creek Solar Farm construction workers camp location

6.5 Local business and industry procurement

6.5.1 Key industries and local businesses

The number of businesses in the local study area as of June 2024 was 2,841 businesses (ABS, 2024).

In June 2024, the top 5 registered businesses by industry in the local study area were:

1. Agriculture, Forestry and Fishing (1,213 or 47%)
2. Construction (327 or 12%)
3. Rental, Hiring and Real Estate Services (278 or 10%)
4. Other Services (172 or 6%)



5. Transport, Postal and Warehousing (161 or 6%) (ABS, 2024) (Table 30).

In Toowoomba LGA, Agriculture, Forestry and Fishing (1,365 or 18.5%) and Construction (1,257 or 17.1%) dominate, with Rental, Hiring and Real Estate Services (788 or 10.7%) also significant. In Western Downs LGA, Construction (728 or 17.6%) is the leading industry, followed by Agriculture, Forestry and Fishing (623 or 15.1%) and Rental, Hiring and Real Estate Services (433 or 10.5%) (Table 30). Overall, Agriculture, Construction, and Real Estate Services were consistently the top five (4) industries across the study area.

The main economic driver of Cecil Plains and surrounding areas in southern Queensland is agriculture – driven by cotton, grain cropping, and livestock (TRC, 2024) with emerging diversification into energy and service industries (ABS 2016, 2021). Its productivity and infrastructure make it a vital contributor to the Western Downs and Darling Downs agricultural economy (TRC, 2024).

Millmerran is a key hub for the region, hosting processing facilities, retail services, and transport infrastructure (TRC, 2024). Millmerran has historically been associated with power generation through the Millmerran Power Station, a major coal-fired plant supplying electricity to the grid (Queensland Resource Council, 2025). In recent years, natural gas (Long, 2025) and the renewable energy industry has gained momentum across the region (Energy Source & Distribution, 2025).

Table 30: Top 5 number of businesses by industry, June 2025

Rank	Local study area (SA2) *		Toowoomba LGA		Western Downs LGA	
	Industry	Total no.	Industry	Total no.	Industry	Total no.
1	Agriculture, Forestry and Fishing	1,213	Agriculture, Forestry and Fishing	1,365	Construction	728
2	Construction	327	Construction	1,257	Agriculture, Forestry and Fishing	623
3	Rental, Hiring and Real Estate Services	278	Rental, Hiring and Real Estate Services	788	Rental, Hiring and Real Estate Services	433
4	Other Services	172	Health Care and Social Assistance	696	Professional, Scientific and Technical Services	395
5	Transport, Postal and Warehousing	161	Professional, Scientific and Technical Services	506	Other Services	325

Source: (ABS, 2024)

* Counts of Australian Businesses data was not available at the Suburb and Locality (SAL) level, therefore the Statistical Area 2 (SA2) of Millmerran and Wambo was used. These SA2s cover three of the five SALs that make up the local study area and the three nearby service centres.

6.5.2 Aboriginal and Torres Strait Islander Businesses

There are various registered Aboriginal and Torres Strait Islander businesses throughout the region. Table 31 provides a sample of relevant First Nations-owned businesses identified from [Supply Nation](#) – a database of verified Indigenous businesses.



Table 31: Registered Aboriginal and Torres Strait Islander businesses

Trading Name	Type	Location
Bamba	Protective clothing Uniforms & corporate wardrobe	Dalby
Redline Contractors	Civil construction Water & sewer main construction Project management	Dalby
Redline Cartage	Water meters, tanks & backflow equipment & services Building construction materials & services Water & sewer main construction	Dalby
New State Builders	Commercial or industrial construction	Dalby
BRC Gypsum Pty Ltd	Weed control & management	Dalby
Downunder Bunkers	Underground services Fire systems Fire equipment & maintenance services Sheds & shelters & shade structures Bushfire mitigation	Dalby
Yabani Project Services	Manufacturing services Oil & gas drilling & exploration equipment Personal protective equipment (PPE) Plant & equipment purchase & hire Testing equipment	Dalby
HSEQ & Risk Consultancy Services Pty Ltd	Workplace health & safety services Quality assurance services Risk management Scaffolding	Dalby
Hold Point Consulting	Engineering project management Highway and road construction Bridge construction & maintenance Civil construction	Highfields
Bridgeman	Welders & metal fabrication products & services Metal fabrication & welding Steel products General construction	Torrington
Yandamah Indigenous Corporation	Management consulting & consultants Cultural awareness training Community and business development Project management	Chinchilla
Maranoa Plant Hire Pty Ltd	Equipment hire	Westbrook
Mandana	Labour hire	Chinchilla



Trading Name	Type	Location
	Management consulting & consultants	

6.5.3 Other nearby projects in the region

There are several nearby large-scale projects underway or planned near the Project site (Table 32).

Table 32: Other nearby projects in the region

Project	Status	Location	LGA	Timeframe		Workforce size	
		Distance (approx.)		Construction (Duration)	Operation	Construction	Operation
Dunmore Solar Farm	Planned	<5 km	Toowoomba	2027 (24 months)	2029	No estimate available.	
Jib Creek Wind Farm	Planned	12 km	Toowoomba	No date provided.	No estimate available.	300	6-8
Marmadua Energy Park	Planned	20 km	Western Downs	2027 (24 months)	2029	300	15
Surat Gas Project South	Planned	25 km	Toowoomba / Western Downs	2020 (phased over 27 years)	2020	Up to 1000	
Tara Wind Farm	Planned	40 km	Western Downs	2028 (30 months)	2031	400	30
Captains Mountain Wind Farm	Planned	40 km	Toowoomba	2027 (24 months)	2029	200	10
Bulli Creek Solar Farm Bulli Creek BESS	Construction	45 km	Toowoomba	2025 (24 months)	2027	800	15
Herries Range Wind Farm	Planned	70 km	Southern Downs, Goondiwindi and Toowoomba	2026 (24 months)	2028	650	12
Punch's Creek Solar Farm	Planned	70 km	Toowoomba	2026 (30 months)	2028	520	20
Wambo Wind Farm	Construction	70 km	Western Downs	2023 (36 months)	2025 (Stage 1)	400	8
Coopers Gap Wind Farm	Operational	75 km	Western Downs	Operational	2019	200	15



6.6 Social infrastructure

6.6.1 Transport and utilities infrastructure

6.6.1.1 Transport infrastructure

Major highways in proximity to the Project area include Moonie Highway (northwest of the Project site) via Dalby, and Warrego Highway (west of the Project site) from Toowoomba.

In September 2020, there was a fatal single vehicle accident on Cecil Plains – Moonie Rd approximately 7 km west of Cecil Plains towards the Project site (Queensland Government, 2025). Other traffic accidents of note include:

- a fatal single vehicle accident occurred October 2020 on Dalby – Cecil Plains Rd, approximately 4 km north of Cecil Plains
- a single vehicle accident resulting in hospitalisation in March 2020 on Dalby – Cecil Plains Rd, approximately 1 km north of Cecil Plains
- a single vehicle accident resulting in minor injury in April 2023 on the corner of Dalby - Cecil Plains Rd and Taylor St, Cecil Plains
- a single vehicle accident resulting in hospitalisation in December 2023 on Taylor Street, Cecil Plains
- a single vehicle accident resulting in medical treatment in January 2024 on Toowoomba - Cecil Plains Rd, approximately 2 km east of Cecil Plains.

Toowoomba LGA hosts two airports: Toowoomba Wellcamp Airport (approximately 1 hr 20 min drivetime to Project site), and Toowoomba City Aerodrome (approximately 1 hour 30 min drivetime to Project site). Local airports in Toowoomba LGA are used for tourism and workforce transportation.

Western Downs hosts a variety of aerodromes and aircraft landing areas which provide an integral transport solution for commercial chartering, agricultural operations, the Royal Flying Doctor Service (RFDS), and LifeFlight (aeromedical service).

The Tara Aerodrome, Dalby Aerodrome, Millmerran Airfield, Pittsworth Aerodrome, and Moonie Airstrip are the closest aerodromes to the Project. The size and distance of the Toowoomba Wellcamp Airport to the Project site means it likely the most appropriate site to transport goods, workforce and other services.

6.6.2 Utilities infrastructure

6.6.2.1 Telecommunications

Telecommunication coverage at the Project site and surrounds is variable. Telstra outdoor and indoor 4G coverage has limited signal, an external antenna may be needed to improve coverage (Telstra, 2025). Internet access is mixed – some properties are serviced by NBN via Sky Muster satellite or fixed wireless, while fixed-line connections (FTTN or FTTP) are limited or unavailable in parts of the region. Internet speeds can fluctuate depending on the connection type and local network congestion.

6.6.2.2 Water

TRC's water supply system includes three primary dams – Cooby, Cressbrook, and Perseverance, and 47 bore stations accessing groundwater (TRC, 2023). The dams support 70-80% of the region's water, with the remainder sourced from groundwater (TRC, 2023). The Project site is not connected to the reticulated (mains) water supply system.

Groundwater is the main water source for neighbouring farmers and the feedlot. There are three aquifers accessed in the area including the Hutton, Precipice and Gubberamunda, which are part of the Great Artesian Basin. Most of the farms in the area access the shallower Gubberamunda aquifer. The Opal Creek Feedlot accesses the Precipice aquifer. Neighbouring landholders have limited surface water and groundwater.

WDRC does not service the Project area by water reticulation or potable water. Residents can access bulk water from a main supply line at a water standpipe. They are generally available in areas where reticulated water systems are not in place. Water supply from these standpipes is for stock and domestic use only (WDRC, 2025).

WDRC implements water restrictions to assist with managing water resources in the region. There are three levels of water restrictions: normal, conservation and emergency. As of 10 October 2025, Dalby was subject to normal level water restrictions. This includes restrictions around the time of day and days of the week when watering can occur (WDRC, 2025). This demonstrates that water supply in the region is limited.

6.6.2.3 Waste

The nearest facility to the Project that accepts large quantities of commercial waste is the Greater Toowoomba Waste Management Facility (approximately 1 hour 20 minutes from Project site).

There is a waste management facility on Cecil Plains-Cemetery Road, Cecil Plains but commercial waste is not accepted at this facility (except with prior Council approval).

Other waste management facilities which accept commercial waste include:

- Millmerran Waste Management Facility (approx. 1 hour from Project site) (Commercial waste disposal is permitted, subject to assessment by the gatehouse operator).
- Tara Waste Facility (approx. 1 hr from Project site). The Tara Waste Facility is a small facility licenced for up to 2,000 tonnes of general waste annually and is nearly at capacity (WDRC, 2025; DES, 2022).
- Kleinton Waste Management Facility (approx. 1 hr 45 mins from Project site).
- Clifton Waste Management Facility (approx. 2 hrs from Project site).
- Crows Nest Waste Management Facility (approx. 2 hrs from Project site).
- Jandowae Winfield's Road Waste Management Centre (approx. 2 hrs from Project site). WDRC advised that the Winfield's Road Waste Management Centre at Jandowae is a safe, double-lined facility licenced to take up to 100,000 tonnes/year and that there are plans to install methane gas capture technology at the facility.

6.6.2.4 Sewage and wastewater treatment

TRC operates several wastewater treatment plants including:

- Cecil Plains Sewage Treatment Plant Effluent Reuse Scheme (approx. 30 mins from Project site).
- Pittsworth Wastewater Treatment Plant (approx. 1 hr from Project site) – Serving the Pittsworth area, this plant is part of TRC's broader strategy to upgrade wastewater infrastructure to support regional growth.
- Millmerran Sewage Treatment Plant Effluent Reuse Scheme (approx. 1 hr from Project site) – Is undergoing upgrades to improve its capacity and efficiency. These improvements are part of TRC's efforts to enhance wastewater infrastructure across the region.
- Wetalla Water Reclamation Facility (approx. 1 hr 30 mins from Project site) – Located in Toowoomba, this facility is the largest in the region. It processes a significant portion of the city's wastewater.
- Crows Nest Wastewater Treatment Plant (approx. 2 hrs from Project site) – Currently, Crows Nest relies on a combination of on-site septic systems and a common effluent discharge system. However, TRC is planning a \$9.8 million upgrade to establish a dedicated wastewater treatment plant, which will enhance environmental safety and accommodate future growth.
- Clifton Reverse Osmosis Water Treatment Plant (approx. 2 hrs from Project site).
- Yarraman Wastewater Treatment Plant (approx. 2 hrs from Project site) – Yarraman utilises a common effluent discharge system, with effluent being treated in lagoons and used for irrigation purposes. This system is being evaluated for potential upgrades to ensure sustainability and compliance with environmental standards.

WDRC manages six sewerage treatment plants at key centres in the region including Tara, Dalby and Chinchilla. WDRC advised that the sewage treatments plants are built to capacity in the region and there is limited opportunity to take additional load.



Many properties across the region are not connected to a reticulated sewerage system. The treatment and disposal of wastewater generated on these properties must be undertaken by an on-site sewerage facility that stores, treats and disposes of household wastewater on the property. The owner of the facility is responsible for ensuring the system is maintained and functioning properly.

On-site sewerage facilities are required at properties not connected to WDRC's reticulated sewerage system. All servicing and maintenance activities are to be reported to WDRC to ensure the safety of public health, amenity and the environment (WDRC, 2025).

Workforce accommodation facilities, such as CSG camps, use commercial sewerage facilities. Sewerage and grey water are generally captured and stored on-site and then transported to commercial facilities for treatment.

6.6.2.5 Electricity

A 330 kV Powerlink electricity transmission line is adjacent to the eastern part of the Project site connecting to the Bulli Creek substation.

6.6.2.6 Quarries

A search of the environmental authorities public register on 16 March 2026 found 48 permits for Prescribed Environmentally Relevant Activity (ERA) 16 – Extraction and Screening granted in the Toowoomba and Western Downs LGAs. This includes 6 permits held by local governments including Balonne Shire Council, Toowoomba Regional Council and Western Downs Regional Council. The remaining permits are held by commercial enterprises and individuals. Refer to Appendix E.

Several quarries operating in the TRC area include:

- Harlaxton Quarry (approx. 1 hr 30 mins from Project site) – Located in Harlaxton, this basalt quarry has been supplying high-quality materials for construction and infrastructure projects in the Toowoomba, Northeast Darling Downs, and Lockyer Valley regions since 1973. They provide aggregates for concrete, road base, and asphalt applications.
- Wellcamp Quarry (Wagners) (approx. 1 hr 30 mins from Project site) – Situated on Cecil Plains Road near Wellcamp, this quarry offers a range of materials including concrete, sealing, asphalt, drainage aggregates, road base, and large rock products. It serves the Toowoomba region and beyond.
- Scrubby Mountain Quarry (approx. 1 hr from Project site) – located near Pittsworth, the quarry produces up to 500,000 tonnes of quality construction-grade materials and services the local Darling Downs market.
- Millmerran Quarry (approx. 1 hr from Project site) – crush, screen and process a wide range of quarry and landscaping materials.
- Jondaryan Quarry (approx. 1 hr 30 mins from Project site) – provides hard rock basalt materials such as rail ballast, road bases, common aggregates, and general fills.
- Yabarba Quarry (approx. 2 hrs from Project site) - Based in Helidon, this quarry provides high-quality materials for commercial and civil projects.

The WDRC owns and operates a quarry located approximately 25 km north of Dalby, primarily producing gravel for council road construction and maintenance purposes. Limited commercial capacity is available.

6.6.3 Healthcare and emergency services

6.6.3.1 Hospitals and healthcare

There are 10 hospital and healthcare services within 110 km of the Project area. Millmerran Multipurpose Health Service is nearest facility at 63 km away:

1. Dalby Hospital, approx. 90 km
2. Goondir Health Services, Dalby, approx. 90 km
3. Western Downs General Practice, Dalby, approx. 90 km



4. Myall Medical Practice, Dalby, approx. 90 km
5. Millmerran Multipurpose Health Service, approx. 63 km
6. Moonie Outpatients Clinic, approx. 106 km
7. Tara Hospital, approx. 71 km
8. Ochre Medical Centre, approx. 110 km
9. Oakey Hospital, approx. 110 km
10. Goondir Health Services, Oakey, approx. 110 km

The Dalby Hospital is the largest health care facility in proximity to the Project site.

6.6.3.2 Emergency services

The fires services available in the key service centres are presented in Table 33.

Table 33: Fire services

Fire stations and RFS	Details
- Cecil Plains Fire and Rescue Station - Millmerran Fire and Rescue Station - Dalby Fire and Rescue Station	- Cecil Plains has an auxiliary fire station with one fire truck and three fire fighters, no permanent staff and are on an on-call basis. - Millmerran is an auxiliary fire station and is an on-call basis. - The Dalby Fire Station has three fire trucks.

The ambulance services available in the key service centres are presented in Table 34.

Table 34: Ambulance services

Ambulance stations	Details
- Cecil Plains Ambulance Station - Millmerran Ambulance Station - Dalby Ambulance Station	There are 20 officers at the Dalby Ambulance Station and operated 24 hours a day, seven days a week.

The police services available in the key service centres are presented in Table 35.

Table 35: Police services

Police stations	Details
- Cecil Plains Police Station, hours vary - Millmerran Police Station, Mon–Fri 8:30 AM–3:30 PM - Dalby Police Station, 24/7	- Cecil Plains has one part-time police officer - Millmerran has two police officers and are seeking a third officer

6.6.4 Education and training

6.6.4.1 Early childhood education and care

The nearest childcare centres to the Project are:



- Little Country Kids Club Inc., Cecil Plains (approx. 30 mins from Project) – is a kindergarten which also provides short childcare services.
- Little Tackers Childcare Centre, Millmerran (approx. 1 hr from Project) – Provides long-day-care service for children from 6 weeks onwards and offers a kindergarten program.
- C&K Millmerran Community Kindergarten, Millmerran (approx. 1 hr from Project) – Community kindergarten for children approximately 3.5-5 years.

In addition to the childcare services above, Table 36 lists the number of different childcare services by type in Dalby.

Table 36: Childhood education and care services, Dalby, 2025

Kindergartens	Long day care	Outside school care
4	7	3

According to a study by the Mitchell Institute, the Western Downs is classified as a ‘childcare desert’, based on the low proportion of childcare places to children (WDRC, 2023). The childcare gap is the second highest in Dalby with places for 36% of the total number of children. The limited number of childcare places is resulting in waiting lists exceeding 12 months (WDRC, 2023). Compounding the issue, is a gap in the childcare workforce which is projected to further increase by 2030 (WDRC, 2023). To deal with this issue, as part of the Regional Workforce Plan, WDRC will prepare, develop and coordinate a plan to enhance childcare services in the region supported by local training (WDRC, 2025).

6.6.4.2 Primary and secondary education

There are eight primary and secondary education facilities in the key services centres (Table 37) (Department of Education, 2025).

The nearest school to the Project is Cecil Plains State School.

High school aged children can go to Millmerran till year 10, then Pittsworth, Dalby or boarding school to complete their secondary education.

Table 37: Primary and secondary education facilities, service centres, 2025

Service centre	Name	School type	Year levels	Student enrolments [#]
Cecil Plains	Cecil Plains State School	State School	Prep to Year 9	39
Dalby	Dalby South State School	State School	Early Childhood to Year 6	502
	Dalby State School	State High School	Prep Year to Year 6	505
	Dalby State High School	State School	Year 7 to Year 12	1,090
	Dalby Christian College (Dalby)	Non-State School	Prep to Year 12	442*
	Our Lady of the Southern Cross College (Dalby)	Non-State School	Prep to Year 12	655*
Millmerran	Millmerran State School	State School	Prep Year to Year 10	239
	St Joseph's School (Millmerran)	Non-State School	Prep Year to Year 6	80*

[#] As of August 2025

*As of July 2024

Source: (Department of Education, 2025)



6.6.4.3 Vocational Education & Training providers

There are four vocational education and training (VET) and higher education providers in the regional study area. Table 38 provides an overview of key VET and higher education providers across the regional study in 2025, highlighting their locations and focus areas.

Table 38: Vocational Education & Training (VET) providers, 2025

Name	Location	Description
TAFE Queensland	Toowoomba Campus	TAFE Queensland Toowoomba offers a wide range of practical, industry-focused training and education programs to support careers across the Darling Downs region.
TAFE Queensland	Dalby Campus	TAFE Queensland Dalby provides hands-on vocational training and education tailored to the needs of local industries, including agriculture, engineering, and trades across the Western Downs region.
University of Southern Queensland	Toowoomba	The University of Southern Queensland Toowoomba is a regional university campus offering diverse academic programs and research opportunities across engineering, health, education, and the sciences.
Country University Centre Western Downs	Chinchilla	The Country University Centre Western Downs provides local students with access to study spaces, technology, and support to complete university degrees without leaving the region.

6.6.4.4 Youth Development & Engagement Programs

There are various development and engagement programs for young people in the Toowoomba and Western Downs regions. Table 39 outlines key youth development and engagement programs across the Toowoomba and Western Downs regions, highlighting initiatives that support leadership, education, business skills, and community participation for young people.

Table 39: Youth development and engagement programs

Program	Location	Description
Youth Connect	Toowoomba	A TRC and WDRC initiative delivering workshops, programs, and events for young people aged 12–25, aiming to celebrate their achievements and provide accessible opportunities.
Project Booyah	Toowoomba	An early intervention program focusing on mentorship, leadership, education, and adventure-based learning to support at-risk youth in re-engaging with education or employment.
Youth Leaders Program	Toowoomba region	The Youth Leaders Program is a voluntary leadership initiative for local young people (aged 14–24) living, working or studying in the Toowoomba Region, empowering them to engage with their communities, build leadership skills, learn how local government works, represent youth voices, and design grassroots projects that address youth-related issues.
Youth Business Program	Western Downs	A free ten-part program that steps young people through some of the things they need to know to launch a business as a young person – including branding, marketing, competitor analysis, value proposition, funding, pitching and more.
Play Your Way Western Downs	Western Downs	Designed to celebrate and promote the unique lifestyle, opportunities, and liveability of the region, this dynamic competition and marketing campaign invites locals to share their stories of living, working, and playing in the Western Downs.

6.6.5 Social infrastructure and services

6.6.5.1 Community facilities

Table 40 lists key community facilities available in the key services centres. These venues play an important role in supporting residents by hosting events, providing social services, and offering spaces for cultural, recreational, and community activities.

Table 40: Community facilities in the local study area

Cecil Plains	Millmerran	Dalby
Cecil Plains Memorial Hall	- Millmerran Community and Cultural Centre - Millmerran Arts Council - Millmerran Community Support Service	- Dalby Community Centre - Dalby Events Centre

6.6.5.2 Community and Indigenous services

Table 41 outlines key community and Indigenous services in Cecil Plains, Millmerran, and Dalby, supporting health, aged care, disability, families, and community engagement in the Western Downs and Toowoomba regions.

Table 41: Community and Indigenous services

Service	Location	Description
Anglicare Southern Queensland – Home & Community Aged Care Services	Cecil Plains	Offers domestic assistance, nursing/allied health, social support, home maintenance and modifications.
Spiritus Care Services	Cecil Plains	Community-based services in Cecil Plains and surrounding area.
Cecil Plains Library	Cecil Plains	Offers library collections and public WiFi access.
Millmerran Community Support Service	Millmerran	A local hub for neighbourhood and community support services within the Toowoomba Region, offering a welcoming space for residents to access information, resources and assistance.
Blue Care	Millmerran	Community-based aged and home care services.
Millmerran Commerce & Progress Inc.	Millmerran	Local organisation supporting business, events and community initiatives in Millmerran and district.
Millmerran Playgroup	Millmerran	Early childhood playgroup for children aged 0-5 and their caregivers, held at Millmerran State School and C&K Community Kindergarten alternately.
RSL Queensland Millmerran Sub-Branch	Millmerran	Veteran support, commemorative services, and volunteer opportunities.
BlueCare	Dalby	Provides aged-care and community support services at home and in the community.
Lives Lived Well	Dalby	Offers counselling for alcohol and other drug concerns.
Waminda Services	Dalby	Provides NDIS support including community access, in-home support and disability services.

Service	Location	Description
Dalby Family Support	Dalby	Long-established organisation supporting children, young people, and families.
Goondir Health Services	Dalby	Offers holistic Indigenous health and wellbeing support to Aboriginal and Torres Strait Islander community members in Dalby and the Western Downs region.

6.6.6 Recreation and culture

Table 42 presents recreation facilities and parks located in the key service centres. These facilities provide residents and visitors with diverse opportunities for outdoor activities, sports, leisure, and community events, contributing to the wellbeing and social life of each town.

Table 42: Recreation and cultural facilities in the local study area

Cecil Plains	Millmerran	Dalby
• Cecil Plains Recreation Reserve • Cecil Plains Weir – Apex Park • Cecil Plains Memorial Hall • Cecil Plains Golf Club • Cecil Plains Tennis Club	• Millmerran Recreation Reserve • Millmerran Aquatic Centre • Millmerran Indoor Sports Centre • Millmerran Bowls Club	• Dalby Aquatic Centre • Thomas Jack Park • Mary's Place • Bell Park • Diplock Park • Lake Broadwater Conservation Park • Dalby Showgrounds • Dalby Model Aero Club

6.7 Summary of baseline analysis

The following sections provide a summary of the baseline information as per the key matters. The social baseline highlighted the following groups as those who may be particularly vulnerable to the social impacts from this Project:

- Disadvantaged households, this includes those with low incomes and education level, and high mortgage stress
- Older residents
- Lone person households
- Small businesses and industries reliant on construction workers.

6.7.1 Health and community wellbeing

Social infrastructure of relevance includes:

- Healthcare services: there is one hospital in Millmerran (outpatients only – approx. 63 km from Project), the recently upgraded hospital in Tara (approx. 70 km from Project), and a hospital in Dalby (approx. 90 km from Project).
- Police services: Cecil Plains, Millmerran, Tara and Dalby have a police station. Cecil Plains has one part-time police officer and Millmerran has two police officers and are seeking a third officer.
- Fire services: Cecil Plains and Millmerran each have an auxiliary fire station with limited firefighters who are on an on-call basis. The Dalby Fire Station has three fire trucks and provides back up to the Cecil Plains crew when needed.
- Ambulance services: there are four ambulance stations (Cecil Plains, Millmerran, Tara and Dalby). There are 20 officers at the Dalby Ambulance Station and operates 24 hours a day, seven days a week.

- **Water Supply:** the Project site is not connected to the reticulated (mains) water supply system. Groundwater is the main water source for neighbouring farmers and the feedlot. Neighbouring landholders have limited surface water and groundwater. There are sewage treatment plants at Cecil Plains and Millmerran.
- **Telecommunications:** poor internet connectivity in the region.
- **Water and sewerage treatment** the capacity of Cecil Plains Sewage Treatment Plant is unknown, but given the rural location, it is assumed the infrastructure may have a more modest capacity compared to urban areas. The Millmerran facility is undergoing upgrades to improve its capacity and efficiency.
- **Transport:** major highways in proximity to the Project area include Moonie Highway (northwest of the Project site) via Dalby, and Warrego Highway (west of the Project site) from Toowoomba. The nearest commercial airport to the Project is Toowoomba Wellcamp. There are various aerodromes in proximity to the Project include Tara, Dalby, Millmerran, Pittsworth, and Moonie.
- **Waste management:** Cecil Plains and Millmerran have waste facilities with limited capacity for major project waste. The Greater Toowoomba Waste Management Facility is the nearest facility to the Project that accepts large quantities of commercial waste.

6.7.2 Workforce management

- The unemployment rate in the local study area was in 2.7% in December 2024 – less than Queensland (3.6%).
- The top three industries were:
 - Local study area: Agriculture, Forestry and Fishing; Other Services; and Health Care and Social Assistance
 - Cecil Plains: Manufacturing; Education and Training; and Agriculture, Forestry and Fishing
 - Millmerran: Agriculture, Forestry and Fishing; Health Care and Social Assistance; and Retail Trade
 - Toowoomba LGA: Health Care and Social Assistance, Education and Training, Retail Trade
 - Western Downs LGA: Agriculture, Forestry and Fishing; Retail Trade; and Health Care and Social Assistance.
- Challenges include predicted workforce gaps in construction, healthcare, and emergency services and consequently the necessity to outsource jobs to people residing outside the LGA. Lack of housing availability and limited training and employment opportunities for young people constrain labour force growth.

6.7.3 Housing and accommodation

- Vacancy rates across the service centres are extremely low; scarcity of available homes could lead to increased competition among buyers, driving up property prices.
- Cecil Plains reported a relatively high rate of households experiencing mortgage stress compared to Queensland.
- From 2016 to 2021, rental and house prices increased in Cecil Plains.
- There are 18 short-term accommodation providers with a combined total of approximately 350 rooms across Cecil Plains, Millmerran and Dalby.
- There is one privately operated non-resident WAV in Dalby with 384 rooms. As of June 2024, there were no WAVs located in Toowoomba LGA.
- As of June 2024, 75% of non-resident workers in Western Downs LGA were housed in workforce accommodation villages.
- TRC has unserviced residential land available in Cecil Plains, and while the Council has no plans to connect services, it can facilitate connections if a developer is willing to invest.

6.7.4 Local business and industry procurement

- The main industries in the local study area and Toowoomba and Western Downs LGAs are agriculture, forestry and fishing, and construction.
- There are approximately 13 registered Aboriginal and Torres Strait Islander Businesses of relevance in Dalby, Chinchilla, and outer suburbs of Toowoomba (Highfields, Torrington, and Westbrook).



- Stakeholders raised the following barriers to local business and industry procurement: complex procurement process, rigorous procurement frameworks, competing with larger companies, and specialist skills required.

7. Impact assessment

This section provides an assessment of the identified potential positive and negative social impacts of the Project. Impacts were identified and assessed with consideration of:

- Project activities and workforce profile
- Existing socio-economic (baseline) characteristics of potentially affected communities
- Outcomes of community and stakeholder engagement
- Findings from other technical assessments prepared for the development application.

The significance of each impact pre- and post-management was assessed using the impact significance rating described in Section 3.4.

7.1 Workforce management

7.1.1 Employment opportunities

The project will provide employment opportunities for up to 500 workers at peak construction and up to 50 workers in operation.

Given the low unemployment rate and skills shortage in the local and regional study areas and nearby communities and service centres, there may not be many appropriately qualified or experienced people available to take up employment with the Project. Stakeholders indicated that anyone who can be or is interested in employment is employed. However, stakeholders also expressed an interest in ensuring employment opportunities target locals and for employment pathways to be made available for young people in the area.

The significance of the potential benefit without enhancement is **high (likely and moderate)** magnitude).

To support local employment opportunities with the Project, RWE has committed to develop a Local Employment and Training Strategy in collaboration with local trade and training organisations (such as Dalby TAFE) that includes:

- a recruitment hierarchy that prioritises recruiting workers who live in (1) Dunmore, Cecil Plains and Millmerran district, (2) Dalby, Pittsworth and Tara districts, (3) other communities in the Toowoomba and Western Downs LGAs
- measures to promote employment and training opportunities in Dunmore, Cecil Plains and Millmerran district, and in the Toowoomba and Western Downs LGAs
- binding subcontractors to apply the recruitment hierarchy
- identify and inform workforce requirements to local registered training organisations (RTO) after selection of the contractor
- create and maintain a register of interest on the project website
- create and provide information packs on the project and the training and education opportunities that exist
- work with Council to implement an education forum with local schools on the opportunities available
- co-host 3 x capability development sessions with WDRC, TRC and TSBE
- adhering to Queensland's local procurement policies with emphasis on developing local supply chains with regional councils, TSBE and chambers of commerce
- identify and list project work packages with the selected contractor to ICN gateway
- share the link to the ICN gateway on the project website and other promotional material, including but not limited to newsletters
- conduct 3 x meet the buyer roadshow sessions, informing businesses of the work packages available
- work with local industry bodies, e.g. chambers of commerce and Queensland Major Contractors Association (QMCA) to share employment and contracting opportunities with local businesses and individuals.

RWE has committed to also include the following measures in the CSEP for pre-construction and construction:



- prepare and provide school activity packs about wind energy projects targeting primary school students and high school students
- attend high school careers events to promote careers in renewables.

The significance of the potential benefit with enhancement is **very high** (**almost certain** and **major** magnitude).

7.1.2 Skills development and training opportunities

The project will provide skills development and training opportunities for the construction and operational phases. Skills required during construction include:

- | | |
|--|---------------------------|
| • earthworks | • linesmen |
| • lift and shift | • site supervision |
| • formwork | • construction management |
| • concreting | • cranning |
| • civil, mechanical engineering | • security and safety |
| • electrical engineering | • administration. |
| • medium voltage and high voltage electricians | |

Agriculture is the dominant industry of employment in the local study area and Western Downs LGA. Managers, labourers and technicians and trades are the three main occupations in the local study area and Western Downs LGA. The Toowoomba LGA has a higher proportion of people employed in professional roles, community and personal services. While there are people with relevant skills and experience in the area, there is a skills shortage.

Further, as discussed in Section 7.1.1, the unemployment rate is low in the local and regional study areas and nearby communities and service centres and stakeholders indicated that anyone who can be or is interested in employment is employed. This means that there are not many people seeking work who may be interested in take up training and development opportunities.

Stakeholders also identified that there are limited training and employment opportunities for young people and school leavers in the area and expressed an interest in ensuring training and development pathways are made available for young people so that they can remain in the area – avoiding the need for them to relocate to Toowoomba or Brisbane for education and employment.

The significance of the potential benefit on without enhancement is **medium** (**possible** and **moderate** magnitude).

To support locals who are interested in training and development opportunities, RWE has committed to develop a Local Employment and Training Strategy in collaboration with local trade and training organisations (such as Dalby TAFE) that includes:

- measures to promote employment and training opportunities in Dunmore, Cecil Plains and Millmerran district, and in the Toowoomba and Western Downs LGAs
- binding subcontractors to apply the recruitment hierarchy
- providing training pathways for people who live in Dunmore, Cecil Plains and Millmerran including young people and people who wish to reskill/retrain.

RWE has committed to include the following measures in the CSEP for pre-construction and construction:

- prepare and provide school activity packs about wind energy projects targeting primary school students and high school students
- attend high school careers events to promote careers in renewables.

The significance of the potential benefit with enhancement is **high** (**almost certain** and **moderate** magnitude).



7.1.3 Workforce health and wellbeing

Given the low unemployment rate and skills shortage in the local study area and nearby communities and service centres, it is anticipated that most of the construction workforce will need to either bus-in, bus-out (BIBO) or fly-in, fly-out (FIFO).

Studies into FIFO workforces in the resource industry show that these workforces are at higher risk of poor mental health. Staying in a remote camp can compound risk factors.

The significance of FIFO lifestyles on worker health and wellbeing without management is **low (possible and minor magnitude)**.

RWE has committed to design the on-site camp to provide the following services and facilities:

- telecommunications including wi-fi
- catering services
- recreational facilities including a gym
- health and wellbeing services including mental health support and care.

RWE has also committed to support opportunities for construction workers to integrate with the community including through participating in local social events such as sporting events and clubs, and volunteering with community organisations.

The significance of the impact with management remains **low (unlikely and minor magnitude)**.

7.1.4 Summary of impact assessment

Table 43 summarises the identified impacts relating to workforce management including management measures developed and evaluated impact significance prior to (unmitigated significance) and following application of management measures (residual significance).

Table 43: Summary of workforce management impact assessment

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Workforce management						
C/O	Increased employment opportunities in the local and regional area	Job seekers / school leavers Employment and recruitment agencies	Positive	High L – Likely M – Moderate	- Develop a Local Employment and Training Strategy in collaboration with local trade and training organisations (such as Dalby TAFE) that includes: - a recruitment hierarchy that prioritises recruiting workers who live in (1) Dunmore, Cecil Plains and Millmerran district, (2) Dalby, Pittsworth and Tara districts, (3) other communities in the Toowoomba and Western Downs LGAs. - measures to promote employment and training opportunities in Dunmore, Cecil Plains and Millmerran district, and in the Toowoomba and Western Downs LGAs - binding subcontractors to apply the recruitment hierarchy - providing training pathways for people who live in Dunmore, Cecil Plains and Millmerran including young people and people who wish to reskill/retrain - identify and inform workforce requirements to local registered training organisations (RTO) after selection of the contractor - create and maintain a register of interest on the project website - create and provide information packs on the project and the training and education opportunities that exist - work with Council to implement an education forum with local schools on the opportunities available - co-host 3 x capability development sessions with WDRC, TRC and TSBE - adhering to Queensland's local procurement policies with emphasis on developing local supply chains with regional councils, TSBE and chambers of commerce - identify and list project work packages with the selected contractor to ICN gateway - share the link to the ICN gateway on the project website and other promotional material, including but not limited to newsletters - conduct 3 x meet the buyer roadshow sessions, informing businesses of the work packages available - work with local industry bodies, e.g. chambers of commerce and QMCA to share employment and contracting opportunities with local businesses and individuals. - Include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction: - prepare and provide school activity packs about wind energy projects targeting primary school students and high school students - attend high school careers events to promote careers in renewables.	Very high L – Almost certain M – Major
C/O	Increased skills development and training opportunities	Dunmore community Cecil Plains community Millmerran community Dalby community Toowoomba Regional Council Western Downs Regional Council	Positive	Medium L – Possible M – Moderate		High L – Almost certain M – Moderate
C	Decreased health and wellbeing of non-resident project workforce	Non-resident workers and their families	Negative	Low L – Possible M – Minor	- Design camp to be largely self-sufficient providing the following services and facilities: - telecommunications including wi-fi - catering services - recreational facilities - health and safety services that support mental health. - Support opportunities for workers to integrate with the community, e.g. participate in local social events such as sport, and volunteering with community organisations.	Low L – Unlikely M - Minor

7.2 Housing and accommodation

7.2.1 Housing availability and affordability

Accommodating up to 500 workers during construction and up to 50 workers during operation in the local study area and nearby communities and service centres could increase demand for housing and accommodation, reducing availability and affordability for locals.

Available housing is limited, and the cost of housing is becoming increasingly unaffordable for locals in the local study area and nearby communities and service centres. Housing availability and affordability is a key concern for the communities. A lack of available and affordable housing is pushing people out of the communities and prevents new people with essential skills from moving to the area.

The significance of the potential impact without management is **high (likely and major)** magnitude).

To avoid impacting on housing availability and affordability, RWE proposes to accommodate the construction workforce in a temporary on-site camp.

In addition, RWE has committed to:

- develop a WHAP in consultation with key stakeholders (i.e., Council and accommodation providers) that includes developing an approach for accommodating full-time operational workers including supplying new housing in Cecil Plains, Millmerran or Dalby
- provide long-term forecasts to Toowoomba Regional Council and Western Downs Regional Council and local accommodation businesses, commencing 12 months prior to FID, to provide investment confidence
- collaborate with other proponents to capture combined forecasts to be shared with the community and councils to assist with providing long-term investment confidence in the market.

The significance of the potential impact with management is **low (rare and moderate)** magnitude).

7.2.2 Short-term accommodation availability and affordability

Accommodating up to 500 non-resident workers during construction and up to 25 non-resident workers during operation in Cecil Plains, Millmerran or Dalby would increase demand for short-term accommodation, potentially reducing availability and affordability for visitors, contractors and seasonal workers staying in these communities. Outside of peak construction, the camp will have capacity to accommodate visitors to the site. Project demand for short-term accommodation during construction is expected to be rare.

There is limited short-term accommodation in Cecil Plains and Millmerran. The number of rooms available in these communities is insufficient to accommodate the construction workforce. Although there is capacity to accommodate the non-resident maintenance workforce during operation, increased demand could displace seasonal cotton workers during cotton harvest season or visitors during local events such as the Lions Club of Cecil Plains' Hook-Up fishing competition and increase the cost of accommodation. This significance of this potential impact without management is **very high (almost certain and major)** magnitude).

As listed in Table 28, there are 232 rooms at short-term accommodation in Dalby. While the number of rooms in Dalby is not sufficient to accommodate the construction workforce, there is capacity to accommodate maintenance workers during operation. Although, RWE understands from WDRC that there is a maximum 4-night consecutive stay within local hotel and motel accommodation. Depending on the duration of maintenance activities, this potentially limits the suitability of short-term accommodation to be used for maintenance workers.

Further, increased demand for short-term accommodation during peak visitor periods and major events like the Dalby Stock Horse Sale and the Dalby Delicious & Delightful Festival, could displace visitors and increase the cost of accommodation. The significance of this potential impact without management is **high (possible and major)** magnitude).

It is noted that the Ausco Stayover in Dalby is the nearest privately operated workforce accommodation facility to the Project site. However, consultation with Ausco confirmed that although the facility has up to 395 rooms, only 50 to

100 rooms are reliably available depending on other projects. Therefore, Ausco Stayover does not have sufficient capacity on its own to accommodate the Project's construction workforce. However, this may be suitable for maintenance workers.

To avoid impacting on short-term accommodation availability and affordability during construction, RWE has committed to accommodate the construction workforce in a temporary on-site camp.

To manage potential impacts on short-term accommodation, RWE has also committed to:

- Explore opportunities to enter into agreements with short-term accommodation providers and/or existing or new workforce accommodation facilities to secure rooms for operational Project workers that does not affect availability for visitors, contractors and seasonal workers including avoiding peak visitor periods, e.g. events.
- Providing proactive notice to short-term accommodation providers regarding construction timing, workforce estimates and accommodation requirements.
- Ongoing consultation with local short-term accommodation providers in Cecil Plains, Millmerran and Dalby to monitor occupancy and manage Project demand.

These measures will be documented in a WHAP that will be developed in consultation with key stakeholders (i.e., Council and accommodation providers).

The significance of the potential impact with management is reduced to **low** (**rare** and **moderate** magnitude) for Cecil Plains and Millmerran, and **negligible** (**rare** and **minor** magnitude) for Dalby.

7.2.3 Summary of impact assessment

Table 44 summarises the identified impacts relating to housing and accommodation including management measures developed and evaluated impact significance prior to (unmitigated significance) and following application of management measures (residual significance).

Table 44: Summary of housing and accommodation impact assessment

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Housing and accommodation						
C/O	Reduced availability and affordability of rental accommodation	Cecil Plains community Millmerran community Dalby community	Negative	High L – Likely M – Major	- Develop a WHAP in consultation with key stakeholders (i.e., Council and accommodation providers) that includes measures for pre-construction, construction and operation phases such as: - Providing an on-site camp for the construction workforce - Explore opportunities to enter into agreements with short-term accommodation providers and/or existing or new workforce accommodation facilities to secure rooms for operational Project workers that does not affect availability for visitors, contractors and seasonal workers including avoiding peak visitor periods, e.g. events.	Low L – Rare M – Moderate
C/O	Reduced availability and affordability of short-term accommodation for visitors and contractors	Cecil Plains community Millmerran community	Negative	Very high L – Almost certain M – Major	- Providing proactive notice to short-term accommodation providers regarding construction timing, workforce estimates and accommodation requirements - Ongoing consultation with local short-term accommodation providers in Cecil Plains, Millmerran and Dalby to monitor occupancy and manage Project demand	Low L – Rare M – Moderate
		Dalby community	Negative	High L – Possible M – Major	- Developing an approach for accommodating full-time operational workers including supplying new housing in Cecil Plains, Millmerran or Dalby - Provide long-term forecasts to Toowoomba Regional Council and Western Downs Regional Council and local accommodation businesses, commencing 12 months prior to FID, to provide investment confidence - Collaborate with other proponents to capture combined forecasts to be shared with the community and councils to assist with providing long-term investment confidence in the market.	Negligible L – Rare M – Minor

7.3 Local business and industry procurement

7.3.1 Increased economic activity for local businesses

The Project workforce will increase economic activity for local businesses during construction and operation through staying in local short-term accommodation and through discretionary spending in local stores.

Hospitality and retail businesses in Cecil Plains includes 3 short-term accommodation providers, a general store and Post Office. Up to 500 workers during construction and up to 50 workers during operation would substantially increase economic activity for local businesses in Cecil Plains. The significance of this potential benefit without enhancement is **medium (possible and moderate)** magnitude).

To enhance this potential benefit for local businesses, RWE has committed to develop and implement a WHAP which will include measures for:

- Exploring opportunities to enter into agreements with short-term accommodation providers and/or existing or new workforce accommodation facilities to secure rooms for Project workers that does not affect availability for visitors, contractors and seasonal workers.
- Providing proactive notice to short-term accommodation providers regarding construction, operation and maintenance timing, workforce estimates and accommodation requirements.
- Ongoing consultation with local short-term accommodation providers in Cecil Plains, Millmerran and Dalby to monitor occupancy and manage Project demand.

RWE has also committed to develop a WMP that includes measures to support opportunities for construction workers to integrate with the community including through participating in local social events such as sporting events and clubs, and volunteering with community organisations.

The significance of this potential benefit with enhancement measures is **high (likely and moderate)** magnitude).

7.3.2 Local procurement opportunities and industry diversification

Project procurement activities will increase local and regional supply opportunities and increase industry diversification in the local and regional economies during both construction and operation.

The main industries in the local study area and Toowoomba and Western Downs LGAs are agriculture, forestry and fishing, and construction. As of June 2025, there were nearly 2000 construction businesses in the Toowoomba and Western Downs LGAs. TSBE (2023) identified 92 businesses from in the Western Downs and Darling Downs on their supplier portal that have relevant capabilities to support the Wambo Wind Farm, that could also support the Project.

Stakeholders shared they expect the Project to provide opportunities for local businesses to participate in the Project.

The significance of this potential benefit without enhancement is **medium (possible and moderate)** magnitude).

To enhance this potential benefit for local and regional businesses, RWE has committed to develop a Local Content Plan and First Nations Business Procurement Plan that includes measures for:

- embedding local content and First Nations content procurement strategies into the Project's contracting model including hosting work package events
- maintaining a local supplier register
- engaging early with local and First Nations-owned businesses to inform them of upcoming procurement opportunities
- collaborating with TRC, WDRC, Millmerran Progress and Commerce Inc, Dalby Chamber of Commerce, TSBE and other renewable energy developers to develop and implement a capacity building and mentoring program for local businesses in Cecil Plains, Millmerran, Dalby and surrounds
- using standardised tendering processes and accreditation pathways
- implementing small-to-medium-sized business-friendly payment terms

- co-hosting 3 x capability development sessions with WDRC and TRC
- adhering to Queensland's local procurement policies with emphasis on developing local supply chains with regional councils, TSBE and chambers of commerce
- identifying and list project work packages with the selected contractor to ICN gateway
- sharing the link to the ICN gateway on the project website and other promotional material, including but not limited to newsletters
- conducting 3 x meet the buyer roadshow sessions, informing businesses of the work packages available
- working with local industry bodies, e.g. chambers of commerce and QMCA to share employment and contracting opportunities with local businesses and individuals.

The significance of this benefit with enhancement is **high** (**almost certain** and **moderate** magnitude).

7.3.3 Competition for labour and skills

Opportunities for employment with the Project during construction could increase competition with local businesses skilled and unskilled workers. Local employees may be attracted by higher wages offered by the Project, leaving local businesses short-staffed and unable to deliver their standard of services to their customers.

As previously discussed, there is a skills shortage and low unemployment in the local study area and in Cecil Plains, Dalby and Millmerran. Stakeholders shared that there are so many jobs on offer, including in Millmerran, that anyone who is still looking for a job has not really tried. Some businesses, including industrial agriculture operators employ international workers to fill the gap. Local businesses in Millmerran already struggle to hire workers because they need to compete with power station wages.

The significance of competition for labour and skills on local and regional businesses without management is **medium** (**possible** and **major** magnitude).

To address the skills shortage, RWE has committed to develop a Local Employment and Training Strategy in collaboration with local trade/training organisations (such as Dalby TAFE and Dalby State High School's Trade Futures Program) that includes:

- measures to promote employment and training opportunities in Dunmore, Cecil Plains and Millmerran district, and in the Toowoomba and Western Downs LGAs.
- training pathways for young people and people who wish to reskill/retrain who live in Dunmore, Cecil Plains, Millmerran and Dalby.

The significance of this potential impact with management is **low** (**possible** and **minor** magnitude).

7.3.4 Impacts on farming operations and industrial agricultural enterprises

7.3.4.1 Land use change impacts on agricultural productivity

Construction and operation of the Project will change the land use and potentially decrease agricultural productivity of host landholder's properties.

Host landholders undertake both cattle grazing and cropping on their properties. The Agricultural Land Assessment prepared for the project found that the nature of the Project's disturbance to land is that linear infrastructure (access tracks) will result in land becoming fragmented, although there will be no physical barriers (e.g. fencing and drains) that would impede the free movement of livestock or machinery (Landloch, 2025). The Project infrastructure has been designed to co-exist with current farming operations and avoid high value agricultural land within the Project area.

The significance of this potential impact without management is **high** (**almost certain** and **moderate** magnitude).

To avoid potential impacts on agricultural productivity, RWE has:

- Designed the Project in close collaboration with host landholders, including placing Project infrastructure away from cropping areas and farming infrastructure such as water access points.



- Entered into agreements with host landholders, which include measures supporting co-existence of agricultural activities and renewable energy generation.

To manage potential impacts during construction and operation, RWE has committed to:

- Develop and implement a Construction Environment Management Plan
- Develop and implement an End of Construction Decommissioning Management Plan.

The significance of this impact with management is **low (unlikely and minor)** magnitude).

7.3.4.2 Construction traffic disruptions

Construction traffic could cause traffic delays and interruptions that disrupt nearby farming and industrial agricultural operations, incurring additional cost and compromising livestock wellbeing.

Livestock at nearby farming operations are transported on foot between properties and via truck to saleyards, etc. Farming equipment, including oversize machinery, and commodities are transported in and out of Dunmore along Cecil Plains Moonie Road.

Stakeholders indicated that traffic along Cecil Plains Moonie Road has increased over time with more vehicles using this route to bypass Dalby from the east and west. This includes mining vehicles, agricultural transport, and travellers. Stakeholders also shared that the road condition is poor and unsuitable for the volumes of construction traffic anticipated for the Project. In particular, certain sections of Cecil Plains Moonie Road are single carriageway only and waterway crossings are deteriorated.

Neighbouring landholders highlighted concerns about construction traffic affecting their farming operations through compromising their ability to transport livestock, goods and farming equipment safely during construction.

Nearby feedlots also transport livestock and commodities along the Cecil Plains Moonie Road, Dalby Cecil Plains Road and Millmerran Cecil Plains Road. There are thousands of transport movements through the area for the feedlots each year. For example, a feedlot located in Dunmore has up to 5,000 livestock transport movements and up to 2,300 commodities movements per year. Livestock are transported during daylight hours (6am to 6pm) Sunday to Friday and sometimes on Saturday. Commodities are transported Monday to Friday.

Another feedlot located along Cecil Plains Dalby Road transports livestock between Sunday and Friday between 4am and 7pm. There are 60 road train movements in and out of the feedlot per day, which doubles to 120 movements during harvest.

There are very strict timeframes for transporting livestock to and from the feedlots to maintain livestock wellbeing. Livestock transport cannot be stationary for more than 15 minutes without affecting livestock wellbeing. Traffic disruptions are a significant cost to the business and livestock are unsuitable for processing.

The significance of potential disruptions to nearby farming and industrial agricultural operations as a result of construction traffic delays and interruptions without management is **very high (almost certain and major)** magnitude).

To manage construction traffic disruptions on nearby farming and industrial agriculture operations, RWE has committed to:

- Proactively engage with nearby farming and industrial agricultural operations to collaborate on appropriate mitigation measures for their operations, e.g. scheduling project transportation to avoid livestock/machinery/commodities transportation times, wherever possible.
- Transport construction workers via shuttle to the Project site from Dalby, Toowoomba and/or Brisbane to reduce construction traffic volumes.
- Develop and implement a Traffic Management Plan and Road Use Management Plan that includes:
 - traffic controls and block out periods for construction traffic such as peak traffic periods
 - processes for providing advance notification to nearby farming and agricultural operations and the broader community regarding traffic movements and updates about unplanned traffic delays and interruptions.

- Upgrade Cecil Plains Moonie Road including waterway crossings and widening the road, in accordance with infrastructure agreements with Toowoomba Regional Council and Western Downs Regional Council.

The significance of this potential impact with management is **high (possible and major)** magnitude).

7.3.4.3 Biosecurity and livestock predation

Construction of the Project could bring new weeds and pests and change the behaviour and movement patterns of wild dogs in the area, creating cost incursions for nearby farming operations through increased biosecurity management burdens and increased risk of livestock losses from predation.

Neighbouring landholders raised concerns about biosecurity impacts on their farming operations, including concerns that RWE's workforce would bring weeds in from outside the local area, including parthenium⁶.

Wild dog management is the responsibility of TRC. Council provides bait to landholders who supply meat and distribute bait around their properties. Queensland Parks and Wildlife Service (QPWS) does not manage wild dogs in the State Forests. There is a dog fence west of Cecil Plains but it is not foolproof (there are dogs on either side of the fence). Neighbouring landholders are concerned about the potential change in wild dog management that could limit management efforts in the Dunmore area and increase the risk of wild dogs predating on livestock.

The significance of potential increased biosecurity management burdens and increased risk of livestock losses from predation for nearby farming operations without management is **high (possible and major)** magnitude).

To manage potential biosecurity risks and predation impacts, RWE has committed to:

- Proactively engage with TRC and neighbouring landholders regarding biosecurity and wild dog management.
- Implement biosecurity management measures in accordance with the Project's Construction Environment Management Plan and Biosecurity Plan, which include weed and pest management and wild dog management
- Develop and implement an End of Construction Decommissioning Management Plan that includes biosecurity and weed and pest management.

The significance of these potential impacts with management is **medium (unlikely and major)** magnitude).

7.3.4.4 Noise and contamination

Construction and operation of the Project could affect the viability of host and nearby farming and industrial agriculture operations due to potential contamination from construction materials, deteriorating wind turbines, machinery fluids or waste products potentially posing food safety risks and LPA compliance risks, and potential noise impacts on livestock health and wellbeing.

Recent changes to the LPA property risk assessment require host landholders to declare whether livestock interacts with renewable energy infrastructure.⁷ Farmers are to consider potential contamination or physical risks associated with on-farm infrastructure, which may also include renewable energy infrastructure. As with other on-farm infrastructure, potentially including electrical transformers and CSG structures, there is particular emphasis on the chemical or physical contamination risk associated with this infrastructure degrading with age.⁸

Research into potential contamination pathways from wind turbines, including microplastic emissions from eroding turbine blades, is emerging. Mishnaevsky, et al. (2024) quantified that onshore wind turbines shed between 8-50 g/year per blade and calculated that for all of Denmark's wind farms the total mass of plastic from blade erosion is an order of magnitude less than that from footwear and road markings and three orders of magnitude less than that from tyres.

Neighbouring landholders queried whether Project construction and operation would affect their farming operations. The concern referred to the LPA's recent requirement for host landholders to declare whether livestock interact with renewable energy infrastructure, and whether this meant that deteriorating turbine blades could contaminate

⁶ *Parthenium hysterophorus*, a category 3 restricted invasive plant under the *Biosecurity Act 2014 (Qld)*.

⁷ Integrated Systems Company (no date) [Renewable Energy Infrastructure on Livestock Properties – Solar Panels and Wind Turbines](#), ISC Factsheet, accessed 3 November 2025.

⁸ Livestock Production Assurance (October 2024) [Property Risk Assessment – Factsheet #1](#), accessed 3 November 2025.

neighbouring properties. Any contamination could compromise food safety and compliance with LPA requirements, potentially affecting the viability of farming operations.

Stakeholders queried the potential impact of turbine noise on cattle health and wellbeing, acknowledging that cattle grazing and dairy farms have coexisted with wind farms overseas for decades. Concerns related to the potential for cattle to lose weight – or not be able to gain weight – due to noise-induced stress. There is limited research on the impacts of turbine noise on domestic livestock. However, a review undertaken by the EU Reference Centre for Animal Welfare (EURCAW, 2024) found that beef breeds of cattle are less sensitive to noise frequency than dairy breeds. The review also noted that sound intensity levels higher than 70 dB are likely to impact animal welfare (EURCAW, 2024). These noise levels are only expected to be experienced at the wind turbine. Noise levels decrease to around 45-55 dB around 300-500 m from the turbine. Based on the current design, cattle grazing on neighbouring properties or at feedlots in the area are not expected to experience noise levels higher than 70 dB generated by the turbines.

The significance of potential food safety and LPA compliance risks and potential impacts on livestock health and wellbeing is **medium** (**possible** and **moderate** magnitude).

To address these concerns and manage potential impacts, RWE has committed to:

- Collaborate with TRC, WDRC and peak bodies in the renewable energy and agriculture industries to investigate concerns around turbine noise impacts on livestock and share findings with neighbouring landholders and nearby feedlot operators.
- Proactively engage with neighbouring landholders to collaborate on appropriate mitigation measures for their farming operations including communicating the general approach to managing contaminants on site including erosion and sedimentation, and waste management.
- Develop and implement Rehabilitation Management Plan, Erosion and Sediment Control Plan, Stormwater Management Plan and Site Stabilisation Plan in accordance with conditions of approval.
- Develop and implement an End of Construction Decommissioning Management Plan.

The significance of these potential impacts with management is **low** (**possible** and **minor** magnitude).

7.3.5 Summary of impact assessment

Table 45 summarises the identified impacts relating to local business and industry procurement including management measures developed and evaluated impact significance prior to (unmitigated significance) and following application of management measures (residual significance).

Table 45: Summary of local business and industry procurement impact assessment

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Local business and industry procurement						
C/O	Increased economic activity for short-term accommodation providers	Short-term accommodation providers and local businesses in Cecil Plains, Millmerran and Dalby	Positive	Medium L – Possible M – Moderate	- Develop a WHAP in consultation with key stakeholders (i.e., Council and accommodation providers) that includes measures to: - Explore opportunities to enter into agreements with short-term accommodation providers and/or existing or new workforce accommodation facilities to secure rooms for Project workers that does not affect availability for visitors, contractors and seasonal workers. - Providing proactive notice to short-term accommodation providers regarding construction, operation and maintenance timing, workforce estimates and accommodation requirements. - Ongoing consultation with local short-term accommodation providers in Cecil Plains, Millmerran and Dalby to monitor occupancy and manage Project demand.	High L – Likely M – Moderate
C/O	Increased economic activity for businesses from discretionary project workforce spending	Local businesses in Cecil Plains, Millmerran and Dalby	Positive	Medium L – Possible M – Moderate	Develop a Workforce Management Plan that includes measures to support opportunities for construction workers to integrate with the community including through participating in local social events such as sporting events and clubs, and volunteering with community organisations.	High L – Likely M – Moderate
C/O	Increased local and regional supply opportunities contributing to revenue and business growth	Local and regional businesses First Nations-owned businesses	Positive	Medium L – Possible M – Moderate	- Develop a Local Content Plan and First Nations Business Procurement Plan that includes measures to: - Embed local content and First Nations content procurement strategies into the Project's contracting model including hosting work package events	High L – Almost certain M – Moderate
C/O	Increased opportunity for industry diversification	Local and regional businesses in Cecil Plains, Millmerran and Dalby districts and Toowoomba and Western Downs LGAs	Positive	Medium L – Possible M – Moderate	- Maintain a local supplier register - Engage early with local and First Nations-owned businesses to inform them of upcoming procurement opportunities - Collaborate with Toowoomba Regional Council, Western Downs Regional Council, Millmerran Progress and Commerce Inc, Dalby Chamber of Commerce, TSBE and other renewable energy developers to develop and implement a capacity building and mentoring program for local businesses - Use standardised tendering processes and accreditation pathways - Implement small-to-medium-sized business-friendly payment terms - Co-host 3 x capability development sessions with WDRC and TRC - Adhere to Queensland's local procurement policies with emphasis on developing local supply chains with regional councils, TSBE and chambers of commerce - Identify and list project work packages with the selected contractor to ICN gateway - Share the link to the ICN gateway on the project website and other promotional material, including but not limited to newsletters - Conduct 3 x meet the buyer roadshow sessions, informing businesses of the work packages available - Work with local industry bodies, e.g. chambers of commerce and QMCA to share employment and contracting opportunities with local businesses and individuals.	High L – Almost certain M – Moderate

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Local business and industry procurement						
C	Reduced availability of labour and skills for local businesses due to increased competition	Local and regional businesses in Cecil Plains, Millmerran and Dalby districts and Toowoomba and Western Downs LGAs	Negative	Medium L – Possible M – Major	- Develop a Local Employment and Training Strategy in collaboration with local trade/training organisations (such as Dalby TAFE and Trade Training Centre at Dalby State High School) that includes: - measures to promote employment and training opportunities in Dunmore, Cecil Plains and Millmerran district, and in the Toowoomba and Western Downs LGAs. - training pathways for young people and people who wish to reskill/retrain who live in Dunmore, Cecil Plains, Millmerran and Dalby.	Low L – Possible M – Minor
C/O	Decreased agricultural productivity from change in land use	Host landholders	Negative	High L – Almost certain M - Moderate	- Designed the Project in close collaboration with host landholders, including placing Project infrastructure away from cropping areas and farming infrastructure such as water access points. - Entered into agreements with host landholders, which include measures supporting co-existence of agricultural activities and renewable energy generation. - Develop and implement a Construction Environment Management Plan - Develop and implement an End of Construction Decommissioning Management Plan.	Low L – Unlikely M – Minor
C	Disruptions to agriculture operations, including additional cost incursions, from construction traffic generated delays and interruptions	Neighbouring landholders / Nearby farming operations Industrial agricultural operations	Negative	Very high L – Almost certain M – Major	- Proactively engage with nearby farming and industrial agricultural operations to collaborate on appropriate mitigation measures for their operations, e.g. scheduling project transportation to avoid livestock/machinery/commodities transportation times, wherever possible. - Transport construction workers via shuttle to the Project site from Dalby, Toowoomba and/or Brisbane to reduce construction traffic volumes. - Develop and implement a Traffic Management Plan and Road Use Management Plan that includes: - traffic controls and block out periods for construction traffic such as peak traffic periods - processes for providing advance notification to nearby farming and agricultural operations and the broader community regarding traffic movements and updates about unplanned traffic delays and interruptions. - Upgrade Cecil Plains Moonie Road including waterway crossings and widening the road, in accordance with infrastructure agreements with Toowoomba Regional Council and Western Downs Regional Council.	Medium L – Unlikely M - Major
C	Additional cost incursion to agriculture operations from additional biosecurity management burdens, livestock losses from predation	Neighbouring landholders / Nearby farming operations	Negative	High L – Possible M – Major	- Proactively engage with Toowoomba Regional Council and neighbouring landholders regarding biosecurity and wild dog management. - Implement biosecurity management measures in accordance with the Project's Construction Environment Management Plan and Biosecurity Plan, which include weed and pest management and wild dog management - Develop and implement an End of Construction Decommissioning Management Plan that includes biosecurity and weed and pest management.	Medium L – Unlikely M - Major
C/O	Concerns about viability of agriculture operations due to potential contamination from construction materials, machinery fluids or waste products posing food safety and LPA compliance risks	Neighbouring landholders / Nearby farming operations Industrial agricultural operations	Negative	Medium L – Possible M – Moderate	Collaborate with TRC, WDRC and peak bodies in the renewable energy and agriculture industries to investigate concerns around turbine noise impacts on livestock and share findings with neighbouring landholders and nearby feedlot operators.	Low L – Possible M – Minor



Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Local business and industry procurement					- Proactively engage with neighbouring landholders to collaborate on appropriate mitigation measures for their farming operations including communicating the general approach to managing contaminants on site including erosion and sedimentation, and waste management. - Develop and implement Rehabilitation Management Plan, Erosion and Sediment Control Plan, Stormwater Management Plan and Site Stabilisation Plan in accordance with conditions of approval. - Develop and implement an End of Construction Decommissioning Management Plan.	

7.4 Health and community wellbeing

7.4.1 Community cohesion and social character

7.4.1.1 Community identity and way of life

Uncertainty around Project consultation processes including SIA engagement and access to baseline information related to the Project has heightened concerns around the Project's impacts on the community's identity and way of life. It has also reinforced sentiment that there would be unequal distribution of impacts and benefits in the community.

During construction, the Project would dramatically change the way of life and community identity for the Dunmore/Cattle Creek community. Construction traffic would increase traffic through the communities and up to 500 additional people in the area would increase the population by more than 500%. Particular impacts relating to construction traffic and the construction workforce are addressed in Sections 7.4.2, 7.4.3 and 7.4.4.

There are several multi-generational farming families in the Dunmore/Cattle Creek community. It is a quiet, rural, agricultural area surrounded by state forests and some industrial agricultural operations (feedlots and cotton gin). Neighbouring landholders shared concerns that the Project would change the community's identity, cause a loss of continuity of agricultural practices and limit the ability for farming families to pass on land use knowledge to future generations.

Some neighbouring landholders also shared that they felt excluded from Project consultation processes including SIA engagement despite being the most impacted by the Project. Some neighbouring landholders highlighted that a lack of ongoing communication around the Project has eroded trust in the Dunmore/Cattle Creek community. For example, some neighbouring landholders hosted noise loggers on their properties but at the time of SIA engagement had not yet received the results of noise monitoring or an update from RWE on when this may be received. It is noted that at the time of writing, RWE has provided noise monitoring results to neighbouring landholders.

The significance of the Project creating stress and anxiety in the Dunmore/Cattle Creek community due to uncertainty about the Project's impacts on community identity and way of life is **very high (almost certain and major magnitude)**.

To address feedback from neighbouring landholders, RWE will include the following measures in the CSEP for pre-construction and construction phases:

- Consistent and ongoing updates to the community about Project activities and potential disruptions, e.g. road closures, during construction.
- A dedicated Community Liaison Officer during pre-construction and construction.
- A shopfront in town where the community can access Project information and updates. The location will be determined in consultation with the Dunmore/Cattle Creek and Cecil Plains communities.
- Project updates and notifications distributed via the community's preferred communication channels including but not limited to: via post and flyer inserts in mail outs (4407, 4364 and 4357 postcodes), email, text message, Facebook pages (Millmerran community, Cecil Plains community, Cecil Plains Crier and Cecil Plains Progress), community noticeboards in Cecil Plains, Millmerran Community Support Service ENews, Millmerran Progress and Commerce Inc newsletter.
- A Complaints and Enquiries Handling Process.
- Measures to proactively engage with neighbouring landholders and the wider Dunmore/Cattle Creek community to:
 - understand and address concerns.
 - collaborate on appropriate mitigation measures for potential impacts on neighbouring landholder's properties, farming and industrial agricultural operations.
 - collaborate on opportunities to provide benefits to the community.



- Participating in the Cecil Plains Community Reference Groups to be established by TRC.
- Explore opportunities to collaborate with other renewable energy developers on community benefit opportunities.

RWE has also committed to:

- Develop and implement a Neighbour Benefit Program, developed in consultation with neighbouring landholders.
- Support for development of a community plan for the Cecil Plains district (includes Dunmore/Cattle Creek community) in collaboration with TRC.
- Support for local community organisations and local-led initiatives including environmental and agricultural productivity projects and events.

RWE will also develop and implement an End of Construction Decommissioning Management Plan and End of Operation Decommissioning Plan to support ongoing farming operations on the Project site.

The significance of the impact with management is **medium (possible and moderate)** magnitude).

7.4.1.2 Consultation fatigue

Engagement activities for the Project could increase consultation fatigue in the Dunmore/Cattle Creek and Millmerran communities during pre-construction and construction as a result of multiple projects proposed or commencing construction in the district.

There are up to 8 renewable energy projects proposed in the Millmerran district, 3 of which are in the Dunmore/Cattle Creek area. The remaining projects are located in or around Millmerran. Cecil Plains is also affected, but to a lesser extent.

The Millmerran community is already experiencing consultation fatigue, and the Dunmore/Cattle Creek community anticipates further consultation will occur in their community for the Dunmore Solar Farm and Jib Creek Wind Farm.

The Millmerran Progress and Commerce Inc proactively coordinates Project proponents to provide project updates and engage with the community at the organisation's monthly meeting. The intention is to provide a single platform for the community to engage with developers and learn about multiple projects being developed in the district.

TRC is also addressing consultation fatigue and facilitating community involvement in project development and SIA engagement processes through community reference groups. Community reference groups are being established in Millmerran and Cecil Plains.

The significance of the Project potentially increasing consultation fatigue in the Dunmore/Cattle Creek, Millmerran and Cecil Plains communities is **very high (almost certain and major)** magnitude).

To manage consultation fatigue, RWE has committed to take a strategic approach to engagement and include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction phases:

- Employ a dedicated Community Liaison Officer during pre-construction and construction.
- Provide project updates at the Millmerran Progress and Commerce Inc meetings.
- Distribute regular Project newsletters during the project development and pre-construction phases.
- Provide ongoing updates to the community about Project activities and potential disruptions, e.g. road closures, during construction.
- Establish a shopfront in town where the community can access Project information and updates. The location will be determined in consultation with the Dunmore/Cattle Creek and Cecil Plains communities.
- Participate in the Millmerran and Cecil Plains Community Reference Groups to be established by TRC.
- Coordinate and collaborate with other renewable energy developers on community consultation activities.

The significance of the potential impact with management is **high (likely and major)** magnitude).



7.4.1.3 Increased resident population

Potentially up to 6 operational workers will be based in either Cecil Plains, Millmerran or Dalby, increasing the community's population.

Although it is modestly growing, the Cecil Plains population is ageing. There is a shared aspiration in the community to grow the town with new residents. Stakeholders indicated a desire for the Project to attract families to live in the community. However, it was acknowledged that additional housing and infrastructure upgrades would be needed to support families moving to the area.

It was highlighted that new families would bring additional opportunities for the community, especially if spouses of workers could support the community through sharing their skills and expertise. It was suggested that they might be teachers, early childhood educators or medical professionals, or they might open a business in town. Families with children would help support the Cecil Plains State School by growing the school community, which could encourage more extracurricular activities to be offered.

Some stakeholders also shared their fear that the Project would support improvements in community facilities and infrastructure making the town a great place to live, but if people didn't move to town, it would eventually die out. This emphasises the importance of attracting people to live in Cecil Plains.

The significance of the Project increasing the resident population without enhancement is **high (likely and moderate magnitude)**.

To enhance the benefits of increasing the resident population, RWE has committed to:

- Develop and implement a Live Local policy that encourages operational workers to relocate to Cecil Plains, Millmerran or Dalby. The policy may include:
 - incentives for relocating such as one-off payments to cover relocation expenses, rental subsidies over 2 or 3 years, and/or one-off payment towards housing deposit
 - support for and referrals to settlement programs run by local organisations
 - provision of information about the local area, housing, education, recreation and services
 - additional incentives for families to relocate such as allowances for childcare and/or school expenses.
- Work with TRC and WDRC to understand the local housing context and work in partnership to address housing needs.

The significance of the benefit with enhancement is **high (almost certain and moderate)**.

7.4.1.4 Community investment opportunities

Project construction and operation will increase community investment opportunities enhancing community amenity and wellbeing. RWE has commenced community investment through supporting local organisations including Cecil Plains Tennis Club, Cecil Plains Progress and Tourism Recreation Association, Cecil Plains History Group, Little Country Kids Club, Lions Club of Cecil Plains, and Millmerran Collective.

As previously mentioned, Cecil Plains is an ageing community with a strong desire to attract new families to grow the community. Stakeholders shared that they aspire for the town to return to being a vibrant community with new businesses, maybe a coffee cart or café, more activities for children and young people, and permanent medical services. Stakeholders also identified opportunities to upgrade community facilities and infrastructure including the town's boat ramp, Apex Park facilities, and memorial hall, and to establish a community bus to transport residents to other nearby centres for appointments and shopping. It was also suggested that a community plan be developed to capture the community's aspirations and guide strategic investment in the community.

The farming community surrounding Cecil Plains, including the Dunmore/Cattle Creek community identified road and telecommunication infrastructure upgrades are needed, including improved creek crossings and road signage. Stakeholders from the Dunmore/Cattle Creek community also identified opportunities to support local environmental programs and support the development of a community shed.

Stakeholders also shared their concerns that community benefit funds would be invested in other areas of the LGAs that are not directly impacted by the Project.

The significance of the Project increasing the resident population is **high (almost certain and moderate)** magnitude).

To enhance the potential benefits of increasing community investment opportunities, RWE has committed to:

- Include the following measures in the CSEP for pre-construction and construction phases:
 - collaborating with Dunmore/Cattle Creek and Cecil Plains communities on opportunities to provide benefits to the communities including supporting the development of a Cecil Plains district community plan.
 - participating in the Cecil Plains Community Reference Groups to be established by Toowoomba Regional Council
 - coordinating and collaborating with other renewable energy developers on community benefit opportunities.
- Develop and implement a Community Program that includes support for local community organisations and local-led initiatives in the directly impacted communities of Dunmore/Cattle Creek and Cecil Plains.

The significance of the benefit with enhancement is **very high (almost certain and major)**.

7.4.2 Traffic and road safety

Project construction traffic could increase road safety risks (i.e. accidents) and road network disruptions (i.e., inconveniences, connectivity, accessibility, travel time) for other road users including the Dunmore/Cattle Creek community and Cecil Plains community. Construction traffic impacts on farming operations and industrial agriculture operations in Dunmore/Cattle Creek are discussed in Section 7.3.4.2 .

Construction traffic may travel along Dalby Cecil Plains Road and onto Taylor Street/Cecil Plains Moonie Road from the east, which passes through Cecil Plains and the Dunmore/Cattle Creek community. Stakeholders shared that road conditions in the area are poor and prone to accidents. Cecil Plains Moonie Road is single lane in some sections and concrete causeways over creek crossings are eroded underneath. There are regular truck rollovers at the T-intersection of Dalby Cecil Plains Road and Taylor Street.

Stakeholders in Cecil Plains explained that Taylor Street (which becomes Cecil Plains Moonie Road to the west of Cecil Plains) is a key east-west transport route and traffic has increased over time. A playground and the Cecil Plains State School are on Taylor Street, and the kindergarten takes children on walking excursions around town. Stakeholders are concerned that additional traffic would increase the risk of accidents involving children walking along and across Taylor Street. The community was so concerned they raised funds to install a fence around the playground on Taylor Street and feel that the fence around the school may need to be raised to manage risks associated with increased traffic along the road.

The significance of the Project increasing road safety risks and road network disruptions without management is **very high (almost certain and major)** magnitude).

To manage road safety risks, RWE has committed to:

- Workers to be shuttled to Project site potentially from Dalby / Toowoomba / Brisbane.
- Construction workers will be accommodated at the on-site camp.
- Upgrade and maintain roads in accordance with infrastructure agreements with TRC, WDRC and the Department of Transport and Main Roads (DTMR).
- Enter into a road infrastructure agreement with WDRC and agree on maintenance and upgrades required for local council road infrastructure, which may extend beyond the Cecil Plains Moonie Road.
- Develop and implement Traffic Management Plan and Road Use Management Plan that includes:
 - traffic control and block out periods such as peak traffic periods, school bus pick up and drop off times
 - OSOM transportation to occur in off-peak periods, e.g. through the night
 - processes for providing advance notification to the community and agricultural operations regarding traffic movements, planned upgrades and maintenance activities



- processes for providing updates about unplanned traffic delays and interruptions.

The significance of the benefit with enhancement is **high** (**possible** and **major**).

7.4.3 Health and emergency services

An additional up to 500 workers in the region during construction would substantially increase demand for health and emergency services, reducing access for the community.

There are limited health and emergency service resources in Cecil Plains. There is a medical centre in town but no doctor. Residents in the Dunmore/Cattle Creek and Cecil Plains communities travel to Dalby, Millmerran or Toowoomba to access health services.

There is one part-time police officer stationed in Cecil Plains and two full-time in Millmerran. It was noted that a part-time police officer in Cecil Plains may not be sufficient to service the community's needs during construction. QPS confirmed that they would respond immediately to anything that is reported as sounding like 'shots fired', which would likely stretch their limited resources. It was noted that community organisations and other developers are writing letters of support for additional QPS resources in Millmerran.

Cecil Plains has an auxiliary fire station with 3 fire fighters – there used to be about 8. The QFD crew from Dalby would provide back up to the Cecil Plains crew when needed, however the Project site is about an hour's drive from Dalby. The Dalby fire station has more rescue and response capabilities than the Cecil Plains station, however technical rescue capabilities (e.g. vertical rescues) would need to come from Toowoomba.

There are ambulance stations in Cecil Plains, Millmerran and Dalby. Stakeholders confirmed there are two first responders in Cecil Plains who provide initial first aid support until QAS arrives from other centres.

The Cecil Plains SES has 5 members and could use 10 more. There used to be 24 members, however numbers declined due to people leaving the area and others leaving the group. Younger members of the community are not interested in joining the SES.

The significance of the Project increasing demand on health and emergency services without management is **high** (**possible** and **major** magnitude).

To manage the Project's demand on health and emergency services, RWE has committed to:

- Develop and implement a WMP that includes the following measures:
 - Accommodating the construction workers at the on-site camp
 - Provide medical services for the construction workforce including access to telehealth, registered nurse practitioner and mental health support
 - Private emergency services provider to be available to respond to emergencies on-site
 - First Aid Certification required for certain roles.
- Develop and implement in collaboration with emergency service providers a Safety and Emergency Management Plan that includes:
 - advance notification about project schedule, workforce numbers to support resourcing
 - details of a key point of contact and access to keys in case of emergencies
 - protocols for a company representative to meet emergency services at the site boundary and for confirming site is safe for emergency services to go on site if there are active energy/live wires
 - install signs/clearly label roads and structures to assist emergency services navigating the site
 - provide full site induction to emergency services
 - schedule to test the plan in coordination with the Local Disaster Management Groups from Toowoomba Regional Council and Western Downs Regional Council.
- Provide letters of support for additional QPS resources in Millmerran/Cecil Plains.
- Collaborate with other renewable energy developers to sponsor a locum GP in Cecil Plains
- Explore opportunities to provide health services and support to the community

- Establish a Community Consultative Committee in the form of a Community Benefit Group to assist with determining where community benefit funds will be invested. This may include investment in community health services.
- Develop and implement a Bushfire Management Plan in consultation with Dunmore Rural Fire Service (RFS).
- Implement recommendations from Natural Hazard Risk Assessment.

The significance of the impact with management is **medium (unlikely and moderate)**.

7.4.4 Community safety

Accommodating up to 500 workers in the Dunmore/Cattle Creek community during construction could decrease perceptions of community safety. Stakeholders raised concerns about non-resident workers in the area engaging in disruptive and disorderly behaviour such as theft, off-site driving on farm roads, alcohol-related issues and trespass.

Stakeholders shared that some no through roads that cross private properties in the Dunmore/Cattle Creek area are not signed as such, and they have had travellers drive down those roads. They were lost following Google Maps. Stakeholders noted that if construction workers are permitted to explore the area, they may unintentionally trespass along no through roads. Other stakeholders shared that they have had people trespass on their properties but received no assistance from QPS. Landholders with large properties and no locked gates are concerned that they will incur a financial burden if they need to implement additional security measures on their properties.

Stakeholders identified that they expect the on-site camp to be fully catered including recreational facilities to keep the workforce occupied outside of construction hours. Stakeholders also suggested the camp be a dry camp with security to monitor workforce behaviour.

However, other stakeholders noted that if construction workers stay on-site they may not support local businesses or the community in Cecil Plains.

The significance of the Project decreasing community safety without management is **medium (possible and moderate magnitude)**.

- To manage concerns relating to community safety, RWE has committed to:
- Provide catering services, recreational facilities, health and safety services that support mental health, BIBO services, etc, at the on-site camp.
- Develop and implement a WMP that includes:
 - A recruitment hierarchy that prioritises recruiting workers who live in (1) Dunmore, Cecil Plains and Millmerran district, (2) Dalby, Pittsworth and Tara districts, (3) other communities in the Toowoomba and Western Downs LGAs.
 - A mandatory, strict Code of Conduct that applies to all workers at work, at the camp, in transit, and in public places. A zero-tolerance policy for contravening the Code of Conduct.
 - Mandatory alcohol and drug testing.
 - Opportunities for workers to integrate with the Cecil Plains community through social events, e.g. sport, community events, and volunteering.
- Include the following measures in the CSEP:
 - Procedures for receiving and addressing community complaints and grievances
 - Communicating workforce behaviour standards and expectations, and penalties for non-compliance.

The significance of the impact with management is **low (unlikely and minor magnitude)**.

7.4.5 Livelihood and economic wellbeing

7.4.5.1 Income diversification

The Project will provide an additional source of income for host landholders through adding a new land use (electricity generation) to their properties.



The host properties are primarily used for cattle grazing with some cropping areas. Hosting project infrastructure including wind turbines will provide an additional income stream, providing financial buffer for their grazing operations in lean times.

The significance of the Project diversifying incomes for host landholders is **high (almost certain and moderate magnitude)**.

The primary measure to enhance this potential benefit, is for RWE to enter into agreements with host landholders for hosting the Project on their property. As these agreements are required, the significance of the impact does not change with management measures in place.

7.4.5.2 Land values

Stakeholders raised concerns about the Project impacting on property values.

An independent study on the potential impact of wind farms on property prices in Queensland commissioned by RWE found no conclusive evidence of negative impacts on property values based on the timing of major development milestones (project announcement, construction and operation) (Urbis, 2025). The study found that changes to sale prices were generally in line with market conditions driven by external factors such as natural disasters, agricultural trends, mining booms and downturns (Urbis, 2025).

The potential impact of the Project on property values is assessed as **medium (possible and moderate magnitude)**.

To manage perceptions and potential impacts, RWE has committed to:

- Provide the outcomes of land value impact assessment.
- Include the following measures in the CSEP for pre-construction and construction phases to proactively engage with neighbours to:
 - understand and address concerns, share project information and provide project updates via preferred communication channels
 - collaborate on appropriate mitigation measures for their operations
 - collaborate on opportunities to provide benefits to the community.
- Develop and implement Neighbour benefits agreements.

The significance of the impact with management is re-assessed as **low (unlikely and minor magnitude)**.

7.4.5.3 Groundwater

Project construction activities could impact on groundwater affecting supply, pressure, and quality for farming and domestic use in the Dunmore/Cattle Creek community. Water is required to construct turbine foundations, suppress dust and service the on-site camp.

The Dunmore/Cattle Creek area is in the headwater of the local catchment. In periods of heavy rain, creeks fill and drain quickly, as a result there are limited surface water resources. Farmers and the feedlots primarily rely on groundwater, accessing aquifers in the Great Artesian Basin.

Stakeholders are concerned that if the Project uses groundwater for construction activities, it could reduce groundwater supply and pressure for surrounding landholders. Concerns around potential impacts on groundwater are heightened due to a current assessment of cumulative impacts from CSG, coal mining and conventional oil and gas development in the Surat and southern Bowen basins (OGIA, 2025). The Surat Cumulative Management Area includes the Precipice and Hutton aquifers, which are also accessed by landholders and feedlots in Dunmore/Cattle Creek. Stakeholders shared that farmers north of Dalby are experiencing groundwater supply issues and are anxious that their groundwater supplies will also be affected.

Stakeholders also raised concerns about potential water contamination impacts during construction.

The potential impact of the Project on property values is assessed as **medium (possible and moderate magnitude)**.

To manage potential impacts on groundwater, RWE has committed to:

- Require the Early Contractor Involvement (ECI) phase contractor to undertake a water study to determine project requirements and identify suitable sourcing opportunities that comply with local and State regulations.
- Investigate opportunities to source water from supplies that does not affect neighbouring landholders' access to groundwater.
- Obtain relevant approvals, e.g. water licence, under the Condamine and Balonne Resource Operations Plan, if groundwater will be used and deliver any makegood arrangements if potential impacts on other users occur.
- Take water only during construction.
- Develop and implement Construction Environment Management Plan including measures to manage potential contamination.

The significance of the impact with management is re-assessed as **low (possible and minor)** magnitude).

7.4.5.4 Decommissioning

The Project will have an approximately 35-year operational life. Following this, the Project may be repowered or decommissioned. Decommissioning generally involves removing aboveground infrastructure and rehabilitating the site.

If the Project is to be decommissioned and not repowered, stakeholders raised concerns about legacy waste management issues, including who would be responsible for decommissioning if project ownership changes. There is a perception that landholders and potential future landholders would carry the burden of managing legacy infrastructure and environmental impacts.

Under State Code 23, the approval holder is responsible for decommissioning a wind farm. Decommissioning management plans are required for end of construction and end of operation. The plans are to ensure no adverse impacts on individuals, communities and the natural environment occur. Evidence of financial security is also required for the end of construction and end of operation.

The significance of the potential impact of legacy waste management is assessed as **medium (possible and moderate)** magnitude).

To ensure legacy waste management associated with decommissioning the Project is appropriately managed, RWE has committed to:

- Host landholder agreements that include measures for:
 - supporting co-existence of agricultural activities and renewable energy generation
 - decommissioning infrastructure at the end of construction and operations.
- Develop and implement an End of Construction Decommissioning Management Plan and End of Operation Decommissioning Plan.
- Ongoing engagement with community and stakeholders including provision of decommissioning information prior to Project reaching end of operational life.

With effective management, the significance of the potential residual impact is assessed as **low (unlikely and minor)** magnitude).

7.4.6 Cultural heritage

Project construction and operation activities could disrupt sites and landscapes of cultural heritage significance, potentially causing a loss of or decline in cultural heritage value for the Bigambul People.

RWE has been actively engaging with the Bigambul People and has an early works agreement in place with the Traditional Owners. Potential impacts on tangible or intangible cultural values present in the Project area will be managed through a Cultural Heritage Management Plan (CHMP), which is currently under development in collaboration with the Traditional Owners.

RWE has been working with the Bigambul People to understand the project site and its cultural significance. The Project design seeks to avoid and minimise impacts to cultural heritage.

The significance of the potential impact on cultural heritage values during construction and operation is assessed as **medium (possible and moderate)** magnitude).

The primary measure to manage this potential impact, is for RWE develop and implement the CHMP in collaboration with the Bigambul People.

With effective management, the significance of the potential residual impact is assessed as **low (possible and minor)** magnitude).

7.4.7 Rural amenity and the environment

7.4.7.1 Construction noise, dust and light

During Project construction, there is the potential for construction activities to generate additional noise, dust and light. These activities could disrupt surrounding amenity for host and neighbouring landholders, the Dunmore/Cattle Creek community and Cecil Plains community.

Dunmore/Cattle Creek area is a quiet, rural agricultural area. Host and neighbouring landholders are most likely to be impacted due to their proximity to construction activities. The Cecil Plains community is about 45 km east of the Project site and may experience amenity impacts associated with construction traffic movements.

Neighbouring landholders raised concerns about the location of the on-site camp being close to neighbouring dwellings. Neighbours are concerned about the noise, dust and light from the camp impacting on their way of life. Neighbours shared that they would rather sell their property and move from the area than live near the camp. Neighbours prefer that the camp is located away from neighbouring homes.

The significance of the potential impact construction noise, dust and light without management on host and neighbouring landholders and the Dunmore/Cattle Creek community is assessed as **high (almost certain and moderate)** magnitude), and **low (possible and minor)** magnitude) on the Cecil Plains community.

To manage potential amenity impacts of noise, dust and light during construction, RWE has committed to:

- Design the Project in accordance with State Code 23 requirements relating to noise and amenity.
- Develop and implement Construction Environment Management Plan including measures to manage potential noise, dust and lighting impacts.
- Locate and design the camp to minimise noise and lighting impacts on neighbours.
- Implement procedures for receiving and addressing community complaints and grievances.

With effective management, the significance of the potential residual impact on host and neighbouring landholders, the Dunmore/Cattle Creek community and Cecil Plains community is assessed as **low (possible and minor)** magnitude).

7.4.7.2 Operational noise

Project operations could increase noise disturbance and nuisance for host landholders, neighbouring landholders and the Dunmore/Cattle Creek community. Operational wind turbines emit noise that could disrupt surrounding amenity. Potential operational noise impacts on viability of host and nearby farming and industrial agriculture operations are addressed in Section 7.3.4.4

The existing environment is a rural landscape predominantly used for cattle grazing with some cropping areas. The noise environment is likely dominated by natural sounds such as bird calls and insects, wind and human-generated noises such as farm machinery, equipment and vehicles.

The National Health and Medical Research Council assessed scientific evidence on wind farms and human health and found that there is no direct evidence that exposure to wind farm noise affects physical or mental health (NHMRC, 2015). They acknowledge that further research into possible health effects of windfarms, particularly within 1,500 m is warranted (NHMRC, 2015). NHMRC also note that noise from wind farms, including infrasound, is similar to noise from other natural and human-made sources (NHMRC, 2015).



State Code 23 requires a minimum 1,500 m setback from turbines for non-host sensitive land uses. This is supported by prescribed day and nighttime noise criteria for both non-host and host lot sensitive land uses (i.e. dwellings). The Project's noise impact assessment (Echo Acoustics, 2025) found the Project can comply with minimum daytime and night-time noise limits at all host and non-host sensitive receptors (neighbouring dwellings). To ensure the Project is compliant, the design has been revised to use serrated trailing edge blades, which reduce noise impacts.

The significance of the potential impact of increased noise disturbance and nuisance on host and neighbouring landholders during operation is assessed as **high (almost certain and moderate)** magnitude).

To manage potential noise disturbance and nuisance impacts, RWE has committed to:

- Develop and operate the wind farm in accordance with development approval conditions including conditions relating to compliance with noise criteria such as undertaking noise monitoring in the first 12 months of operation.
- Develop and implement an Operational Regime/Strategy and Noise Monitoring Plan including reporting against noise criteria in State Code 23 and the conditions of approval.

With effective management, the significance of the potential residual impact on host and neighbouring landholders is assessed as **low (unlikely and minor)** magnitude).

7.4.7.3 Visual amenity

During the operations phase, the Project will change the landscape from largely rural pastoral and agricultural to the introduction of electricity generation infrastructure. Operating wind turbines will also create shadow flicker. The Project will only be visible from the road during construction.

Stakeholders raised concerns about the Project's impacts on visual and landscape amenity, changing the landscape character and identity of the community.

The Project's Landscape and Visual Impact Assessment (LVIA) (Moir Studio, 2025) notes that natural landscape features such as ridgelines, hills and vegetation limit views of the wind turbines from farther than about 6 km. Turbines will be visible along Cecil Plains Moonie Road and O'Connor Road, however they will not be visible from Cecil Plains.

The LVIA notes that turbines will be visible from surrounding areas because of their size and height, however the LVIA recommends additional mitigation measures are implemented to more effectively blend the turbines into the landscape, including:

- Considering the wind farm's design, including turbine layout, colour and material
- Aligning access roads and tracks with existing roads and tracks, where possible
- Planting boundary screens
- Minimising vegetation loss
- Avoiding unnecessary lighting and signage.

The significance of the potential impact of a loss or decline in visual landscape amenity during operation is assessed as **high (almost certain and moderate)** magnitude).

To minimise the potential loss or decline in visual amenity value, RWE has committed to:

- Implement mitigations recommended in the Landscape and Visual Amenity Impact Assessment.
- Provide artists impressions to neighbouring landholders and the Dunmore/Cattle Creek community.
- Develop and implement Neighbour Benefit Program.

There is no change to the significance of the impact with the implementation of management measures.

7.4.7.4 Bushfire risk

Project construction activities could increase bushfire risk in the area, potentially affecting neighbouring properties and the Dunmore/Cattle Creek and Cecil Plains communities. The communities raised concerns about bushfire risk and how response would be managed.



Contiguous forested areas encircle the Dunmore/Cattle Creek area. The Kumbarilla State Forest borders the Project's northern boundary and the Boondandilla, Western Creek and Dunmore state forests are within 20 km of the Project area. The western portion of the Project area and southern boundary are forested private properties.

Local government mapping shows medium bushfire hazard areas occur in the Project area. The Project area that is within the Western Downs LGA is almost completely mapped as medium bushfire hazard, and areas within the Toowoomba LGA contain small areas of medium bushfire hazard scattered throughout.

Several bushfires have occurred in the area in recent years, including one that threatened the Cecil Plains community. In that event, an unprecedented town meeting was called to discuss whether to evacuate the community.

Dunmore and Cattle Creek landholders shared that fire is a major concern. 'Cool burns' undertaken by QPWS in the state forests have entered neighbouring properties and destroyed property fences. This has heightened concerns about bushfires in the area and interactions with the wind farm. Landholders expect that RWE will need to engage with QPWS regarding fuel load management in the state forests and potential impacts on the Project, and host and neighbouring properties.

Landholders raised concerns about how the Dunmore RFS will operate between host and neighbouring properties when the wind farm is in construction and operational. The RFS will not be able to respond to fire incidents on the Project site. Landholders want to understand if the wind farm will affect permit to burn requirements for neighbouring landholders.

The Project has already created divide in the community. The Dunmore RFS, which is made up of volunteers from the Dunmore/Cattle Creek community, is experiencing challenges hosting brigade meetings because members are not interested in attending. This division heightens tensions around managing and responding to bushfires. The community typically supports one another when there are fires. Neighbours give courtesy calls to each other when planning burns and check in on their neighbours when fires are in the area. Landholders queried whether they would need to extend courtesy calls to RWE as well.

Dams and bore water are used to fight fires in the area, and helicopters have been used in the past. Stakeholders queried how the Project, including turbines, would affect bushfire responses. While there is no fire shed in the Dunmore/Cattle Creek area, the community has 3 fire tankers. Stakeholders expect that RWE will need to provide their own fire fighting equipment and personnel to respond to fires on the Project site. Stakeholders also suggested that the Project would need to provide firebreaks on site, improve access roads, provide infrastructure and funding towards the Dunmore RFS and encourage employees to volunteer with the RFS.

Potential impacts on QFD are addressed in Section 7.4.3.

The significance of the potential impact of increased bushfire risk during construction is assessed as **high (likely and moderate)** magnitude).

To manage bushfire risk, RWE has committed to:

- Implement recommendations from the Bushfire Hazard Assessment including:
 - Implementing Asset Protection Zones (APZs) to create a physical fuel break
 - Utilising low flammability materials, and locating renewable energy facilities within low risk environments, including:
 - Grassland
 - No continuous other vegetation types within 1-20km of the site
 - Generally flat topography, though some undulation may be present
 - Slopes of less than five degrees
 - No Bushfire Management Overlay applies.
 - Ensuring good road access to and throughout the site requiring all-weather construction, through-roads only, and a minimum of two access points provided to BESS infrastructure
 - Ensuring 45,000L water supplies at the entrances to the wind farm facilities, and an additional 288,000L for the BESS



- Designing the project such that all infrastructure is located an appropriate distance apart, are provided with an auto-shutdown and capacity for isolation from power supply, and all guy wires and monitoring towers are clearly marked
- Fire detection and suppression systems implemented for the BESS.
- Develop and implement a Bushfire Management Plan in consultation with Dunmore RFS and QPWS. Share the plan with landholders in the Dunmore/Cattle Creek community, Cecil Plains SES and Cecil Plains community.
- Develop and implement in collaboration with emergency services providers a Safety and Emergency Management Plan that includes:
 - advance notification about project schedule, workforce numbers to support resourcing
 - details of a key point of contact and access to keys in case of emergencies
 - protocols for a company representative to meet emergency services at the site boundary and for confirming site is safe for emergency services to go on site if there are active energy/live wires
 - install signs/clearly label roads and structures to assist emergency services navigating the site
 - provide full site induction to emergency services.
 - schedule to test the plan in coordination with the Local Disaster Management Groups from Toowoomba Regional Council and Western Downs Regional Council.

With effective management, the significance of the potential residual impact is assessed as **medium** (**possible** and **moderate** magnitude).

7.4.7.5 Ecological values

Project construction and operation activities could cause a loss of or decline in ecological and environmental aspects valued by the community. Landholders in the Dunmore/Cattle Creek community are concerned about the Project disturbing flora, fauna and ecological values of the area generally.

As previously discussed, the Project is surrounded by forested areas including state forests. The Project area landscape is characterised by grassland having previously been cleared and used for cattle grazing with forested areas in the western portion. Suitable habitat for several protected species is present in the broader area. Neighbouring landholders have recorded over 100 native bird species on their properties including several protected bird species.

Some stakeholders shared that they chose to live in the area for its natural environmental values. They raised concerns about the Project's potential impacts on the environment include habitat destruction, disruption to migratory wildlife corridors, turbine strike, contamination and sedimentation of waterways. Stakeholders also noted that environmental impacts weighed heavily on their wellbeing.

Stakeholders suggested that RWE could support local environmental programs and that locals could get involved in ecological assessments and ongoing monitoring for the Project. Giving the community a sense of understanding the environmental impacts and contributing their knowledge to the assessment would help mitigate potential wellbeing impacts.

The significance of the potential impacts on ecological values is assessed as **high** (**likely** and **moderate** magnitude).

To manage potential impacts on ecological values, RWE has committed to:

- Design the Project to avoid, minimise, manage and offset environmental impacts.
- Collaborate with neighbouring landholders and local natural resource management and environmental groups on local ecological conservation initiatives and programs.
- Implement relevant management measures identified in environmental assessments (i.e., Ecological Assessment, Progressive Rehabilitation Plan, and Erosion and Sediment Control Plans) and subsequent management plans to be developed (Bushfire Management Plan, Biodiversity Management Plan, Vegetation and Fauna Management Plan).
- Implement the project in accordance with State and Federal environmental approval conditions including delivering biodiversity offsets in accordance with EPBC Act approval.

With effective management, the significance of the potential residual impact is assessed as **medium** (**possible** and **moderate** magnitude).

7.4.8 Infrastructure and utilities

7.4.8.1 Telecommunications

Up to 500 construction workers staying in the area would increase demand on the telecommunications network reducing speeds and service for the Dunmore/Cattle Creek community and potentially the Cecil Plains community.

Stakeholders consistently raised that telecommunications coverage in the area is poor. Limited reception creates challenges for coordinating emergency response in the area. Residents in the Dunmore/Cattle Creek community use boosters, satellite connection and landlines to maintain connectivity. However, it is anticipated that Telstra will soon stop servicing landlines in the area. Stakeholders noted that there is a Telstra tower locally that has capability to provide mobile coverage but is not currently active.

The significance of the potential impacts on the telecommunications network is assessed as **high** (**almost likely** and **moderate** magnitude).

To avoid and manage the Project's impacts on the telecommunications network, RWE has committed to install satellite telecommunications service, e.g. Starlink, on-site for the workforce.

This would reduce the significance of the potential residual impact to **low** (**possible** and **minor** magnitude).

7.4.8.2 Essential infrastructure

Project construction activities may increase demand on essential infrastructure in the Toowoomba and Western Downs LGAs including waste facilities, water, sewerage, and roads. For example, waste (including sewage and wastewater) generated during construction may be disposed of at Council's waste management and sewerage facilities. Also, the Project may seek to access Council's water supply for the on-site camp, concrete batching, dust suppression and bulk earthworks, and construction traffic will travel along Cecil Plains Moonie Road. Potential impacts on Cecil Plains Moonie Road are addressed in Section 7.4.2.

Based on publicly available information from industry studies and other projects with similar proposed on-site accommodation, preliminary waste projections for the camp have been calculated assuming an estimated waste volume of between 0.18⁹ to 0.64¹⁰ tonnes per annum per worker, the potential total waste generated by a 500-person workforce accommodation camp could range from approximately 90 to 320 tonnes per annum. These projections are preliminary and will be refined by the Early Contractor Involvement (ECI) contractor as part of a waste study that will be undertaken for the Project. The study will involve calculating waste projections for construction including the camp and investigating waste management options in accordance with the Waste Management Plan.

Once waste projections are quantified, RWE is committed to inform WDRC (and TRC) and other proponents so that cumulative assessments can be made and optimal solid waste management solutions can be determined in collaboration.

WDRC's Winfield's Road Waste Management Centre at Jandowae and TRC's Greater Toowoomba Waste Management Facility could have capacity to accommodate construction waste from the Project.

The Dunmore/Cattle Creek area is not serviced by water reticulation infrastructure. Western Downs LGA residents can access bulk water from a main supply line at a water standpipe. This water is for stock and domestic use only. Stakeholders shared that water pressure tests for fire fighting in Cecil Plains have failed, indicating low pressure in the system and potential limited supply availability.

The Dunmore/Cattle Creek area is also not serviced by a reticulated sewerage system. TRC operates 3 wastewater treatment plants within 1 hour of the Project site. They may have capacity to accept wastewater from the on-site camp during construction. The nearest wastewater treatment plants in the Western Downs LGA are located in Tara,

⁹ GHD (2022) *Zero waste to landfill – for mines*.

¹⁰ EnergyCo (2025) *Waste Management and Circular Economy Study: New England Regional Major Infrastructure Studies*.

Dalby and Chinchilla. WDRC confirmed that the treatments plants are built to capacity and there is limited opportunity to take additional load.

The significance of the potential impacts on essential infrastructure provided by Councils is assessed as **medium** (**possible** and **moderate** magnitude).

To avoid, minimise and manage the Project's impacts on essential infrastructure, RWE has committed to:

- Require the Early Contractor Involvement (ECI) phase contractor to:
 - undertake a waste study that involves calculating waste projections for construction including the camp and investigating waste management options in accordance with the Waste Management Plan. The study will cover both water disposal and wastewater solutions.
 - undertake a water study to determine project requirements and identify suitable sourcing opportunities that comply with local and State regulations.
- Consult with Toowoomba Regional Council and Western Downs Regional Council on the waste study including determining suitable solutions for water disposal and wastewater management.
- Investigate options for the camp to be self-sufficient including:
 - carting potable water from a commercial provider (avoid using Council water supply)
 - on-site wastewater management in accordance with Construction environment management plan
 - solid waste management in accordance with Waste Management Plan (commercial provider or on-site management).
- If required, enter into infrastructure agreements with Councils.
 - Investigate options for the camp to be self-sufficient including carting potable water from a commercial provider (avoid using Council water supply).

With effective management, the significance of the potential residual impact is assessed as **low** (**unlikely** and **minor** magnitude).

7.4.9 Summary of impact assessment

Table 46 summarises the identified impacts relating to health and community wellbeing including management measures developed and evaluated impact significance prior to (unmitigated significance) and following application of management measures (residual significance).

Table 46: Summary of health and community wellbeing impact assessment

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Health and community wellbeing						
C	Increased stress and anxiety due to project uncertainty and anticipated change to community identity and way of life	Neighbouring landholders Dunmore/Cattle Creek community	Negative	Very high L – Almost certain M – Major	• Include the following measures in the CSEP for pre-construction and construction phases: – Consistent and ongoing updates to the community about Project activities and potential disruptions, e.g. road closures, during construction. – A dedicated Community Liaison Officer during pre-construction and construction. – A shopfront in town where the community can access Project information and updates. The location will be determined in consultation with the Dunmore/Cattle Creek and Cecil Plains communities. – Project updates and notifications distributed via the community's preferred communication channels including but not limited to: via post and flyer inserts in mail outs (4407, 4364 and 4357 postcodes), email, text message, Facebook pages (Millmerran community, Cecil Plains community, Cecil Plains Crier and Cecil Plains Progress), community noticeboards in Cecil Plains, Millmerran Community Support Service ENews, Millmerran Progress and Commerce Inc newsletter. – A Complaints and Enquiries Handling Process. – Measures to proactively engage with neighbouring landholders and the wider Dunmore/Cattle Creek community to: ▪ understand and address concerns. ▪ collaborate on appropriate mitigation measures for potential impacts on neighbouring landholder's properties, farming and industrial agricultural operations. ▪ collaborate on opportunities to provide benefits to the community • Participating in the Cecil Plains Community Reference Groups to be established by Toowoomba Regional Council. • Explore opportunities to collaborate with other renewable energy developers on community benefit opportunities. • Develop and implement a HCWP that will include: – A Neighbour Benefit Program, developed in consultation with neighbouring landholders. – Support for developing a community plan for the Cecil Plains district (includes Dunmore/Cattle Creek community) in collaboration with Toowoomba Regional Council. – Support through sponsorships and donations for local community organisations and local-led initiatives such as environmental and agricultural productivity projects and events. • Develop and implement an End of Construction Decommissioning Management Plan and End of Operation Decommissioning Plan to support ongoing farming operations on the Project site.	Medium L – Possible M – Moderate
C	Increased consultation fatigue in the community as a result of multiple projects being proposed and commencing construction	Dunmore/Cattle Creek community Millmerran community	Negative	Very high L – Almost certain M – Major	• Take a strategic approach to engagement and include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction phases: – Employ a dedicated Community Liaison Officer during pre-construction and construction. – Provide project updates at the Millmerran Progress and Commerce Inc meetings.	High L – Likely M – Major

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Health and community wellbeing						
		Cecil Plains community			– Distribute regular Project newsletters during the project development and pre-construction phases. – Provide consistent and ongoing updates to the community about Project activities and potential disruptions, e.g. road closures, during construction. – Establish a shopfront in town where the community can access Project information and updates. The location will be determined in consultation with the Dunmore/Cattle Creek and Cecil Plains communities. – Participate in the Millmerran and Cecil Plains Community Reference Groups to be established by Toowoomba Regional Council. – Coordinate and collaborate with other renewable energy developers on community consultation activities.	
O	Increased resident population	Cecil Plains community Millmerran community Dalby community	Positive	High L – Likely M – Moderate	• Develop and implement a Live Local policy that encourages operational workers to relocate to Cecil Plains, Millmerran or Dalby. The policy may include: – incentives for relocating such as one-off payments to cover relocation expenses, rental subsidies over 2 or 3 years, and/or one-off payment towards housing deposit – support for and referrals to settlement programs run by local organisations – provision of information about the local area, housing, education, recreation and services – additional incentives for families to relocate such as allowances for childcare and/or school expenses. • Work with TRC and WDRC to understand the local housing context and work in partnership to address housing needs.	High L – Almost certain M – Moderate
C/O	Increased community investment opportunities	Dunmore/Cattle Creek community Cecil Plains community Community organisations in Toowoomba LGA	Positive	High L – Almost certain M – Moderate	• Include the following measures in the CSEP for pre-construction and construction phases: – collaborating with Dunmore/Cattle Creek and Cecil Plains communities on opportunities to provide benefits to the communities including supporting the development of a Cecil Plains district community plan. – participating in the Cecil Plains Community Reference Groups to be established by Toowoomba Regional Council – coordinating and collaborating with other renewable energy developers on community benefit opportunities. • Develop and implement a community benefit program that supports local community organisations and local-led initiatives in the directly impacted communities of Dunmore/Cattle Creek and Cecil Plains.	Very high L – Almost certain M – Major
C	Increased traffic disruption (i.e., inconveniences, connectivity, accessibility, travel time) and road safety risks (i.e., accidents) and road condition deterioration	Road users Dunmore/Cattle Creek community Cecil Plains community Industrial agriculture operations	Negative	Very high L – Almost certain M – Major	• Workers to be shuttled to Project site potentially from Dalby / Toowoomba / Brisbane. • Construction workers will be accommodated at the on-site camp. • Upgrade and maintain roads in accordance with infrastructure agreements with TRC, WDRC and DTMR. • Enter into a road infrastructure agreement with WDRC and agree on maintenance and upgrades required for local council road infrastructure, which may extend beyond the Cecil Plains Moonie Road. • Develop and implement Traffic Management Plan and Road Use Management Plan that includes:	High L – Possible M – Major

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Health and community wellbeing						
					– traffic control and block out periods such as peak traffic periods, school bus pick up and drop off times – OSOM transportation to occur in off-peak periods, e.g. through the night – processes for providing advance notification to the community and agricultural operations regarding traffic movements, planned upgrades and maintenance activities – processes for providing updates about unplanned traffic delays and interruptions.	
C	Reduced health and emergency services capacity and access for the community	Dunmore/Cattle Creek community Cecil Plains community Emergency services in Dalby and Millmerran	Negative	High L – Possible M – Major	• Develop and implement a WMP that includes the following measures: – Accommodating the construction workers at the on-site camp – Provide medical services for the construction workforce including access to telehealth, registered nurse practitioner and mental health support – Private emergency services provider to be available to respond to emergencies on-site – First Aid Certification required for certain roles. • Develop and implement in collaboration with emergency service providers a Safety and Emergency Management Plan that includes: – advance notification about project schedule, workforce numbers to support resourcing – details of a key point of contact and access to keys in case of emergencies – protocols for a company representative to meet emergency services at the site boundary and for confirming site is safe for emergency services to go on site if there are active energy/live wires – install signs/clearly label roads and structures to assist emergency services navigating the site – provide full site induction to emergency services – schedule to test the plan in coordination with the Local Disaster Management Groups from TRC and WDRC. • Provide letters of support for additional QPS resources in Millmerran/Cecil Plains. • Collaborate with other renewable energy developers to sponsor a locum GP in Cecil Plains • Explore opportunities to provide health services and support to the community. • Establish a Community Consultative Committee in the form of a Community Benefit Group to assist with determining where community benefit funds will be invested. This may include investment in community health services. • Develop and implement a Bushfire Management Plan in consultation with Dunmore RFS. • Implement recommendations from Natural Hazard Risk Assessment.	Medium L – Unlikely M – Moderate
C	Perceived decrease in community safety as a result of Project workers engaging in disruptive and disorderly behaviour such as theft, off-site driving on farm roads, alcohol-related issues and trespass	Neighbouring landholders Dunmore/Cattle Creek community	Negative	Medium L – Possible M – Moderate	• Provide catering services, recreational facilities, health and safety services that support mental health, BIBO services, etc, at the on-site camp. • Develop and implement a Workforce Management Plan that includes: – A recruitment hierarchy that prioritises recruiting workers who live in (1) Dunmore, Cecil Plains and Millmerran district, (2) Dalby, Pittsworth and Tara districts, (3) other communities in the Toowoomba and Western Downs LGAs. – A mandatory, strict Code of Conduct that applies to all workers at work, at the camp, in transit, and in public places. A zero-tolerance policy for contravening the Code of Conduct.	Low L – Unlikely M – Minor

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Health and community wellbeing						
					– Mandatory alcohol and drug testing. – Opportunities for workers to integrate with the Cecil Plains community through social events, e.g. sport, community events, and volunteering. • Include the following measures in the CSEP: – Procedures for receiving and addressing community complaints and grievances – Communicating workforce behaviour standards and expectations, and penalties for non-compliance.	
C/O	Diversification of income	Host landholders	Positive	High L – Almost certain M – Moderate	• Enter into host landholder agreements.	High L – Almost certain M – Moderate
C/O	Potential to devalue land	Neighbouring landholders	Negative	Medium L – Possible M – Moderate	• Provide outcomes of land value impact assessment. • Include the following measures in the CSEP for pre-construction and construction phases to proactively engage with neighbours to: – understand and address concerns, share project information and provide project updates via preferred communication channels – collaborate on appropriate mitigation measures for their operations – collaborate on opportunities to provide benefits to the community. • Develop and implement Neighbour benefits agreements.	Low L – Unlikely M – Minor
C	Decreased groundwater supply, pressure and quality for farming and domestic use	Neighbouring landholders Dunmore/Cattle Creek community	Negative	Medium L – Possible M – Moderate	• Require the ECI phase contractor to undertake a water study to determine project requirements and identify suitable sourcing opportunities that comply with local and State regulations. • If groundwater will be used, relevant approvals, e.g. water licence, to be obtained under the Condamine and Balonne Resource Operations Plan • Water only to be taken during construction • Investigate opportunities to source water from supplies that does not affect neighbouring landholders' access to groundwater • Develop and implement Construction Environment Management Plan including measures to manage potential contamination • Develop and implement Erosion and Sediment Control Plan	Low L – Unlikely M – Minor
D	Perceived burden on landholders to manage legacy infrastructure and environmental impacts	Host landholders Neighbouring landholders	Negative	Medium L – Possible M – Moderate	• Host landholder agreements include measures for: – supporting co-existence of agricultural activities and renewable energy generation – decommissioning infrastructure at the end of construction and operations. • Develop and implement an End of Construction Decommissioning Management Plan and End of Operation Decommissioning Plan. • Ongoing engagement with community and stakeholders including provision of decommissioning information prior to Project reaching end of operational life.	Low L – Unlikely M – Minor
C/O	Loss of or decline in cultural heritage value contributed by disruptions to sites and landscapes of cultural heritage significance	Bigambul People	Negative	Medium L – Possible M – Moderate	• Develop and implement cultural heritage management protocols in collaboration with the Bigambul People.	Low L – Possible M – Minor

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Health and community wellbeing						
C	Increased disruptions to surrounding amenity (noise and vibration, dust, light)	Host landholders Neighbouring landholders Dunmore/Cattle Creek community	Negative	High L – Almost certain M – Moderate	- Develop and implement Construction Environment Management Plan including measures to manage potential noise and vibration, dust and lighting impacts. - Locate and design the camp to minimise noise and lighting impacts on neighbours. - Implement procedures for receiving and addressing community complaints and grievances.	Low L – Unlikely M – Minor
		Cecil Plains community		Low L – Possible M – Minor		Low L – Unlikely M – Minor
O	Increased noise disturbance to surrounding amenity from operational wind turbines	Host landholders Neighbouring landholders Dunmore/Cattle Creek community	Negative	High L – Almost certain M – Moderate	- Develop and operate the wind farm in accordance with development approval conditions including conditions relating to compliance with noise criteria such as undertaking noise monitoring in the first 12 months of operation. - Develop and implement an Operational Regime/Strategy and Noise Monitoring Plan including reporting against noise criteria in State Code 23 and the conditions of approval.	Low L – Unlikely M – Minor
C/O	Changes to rural agricultural landscape and impacts on visual amenity	Host landholders Neighbouring landholders Dunmore/Cattle Creek community Cecil Plains community Communities in the viewshed of the Project site	Negative	High L – Almost certain M – Moderate	- Implement mitigations recommended in the Landscape and Visual Amenity Impact Assessment. - Provide artists impressions to neighbouring landholders and the Dunmore/Cattle Creek community. - Develop and implement Neighbour Benefit Program.	High L – Almost certain M – Moderate
C	Increased bushfire risk that could affect neighbouring properties	Host landholders Neighbouring landholders Dunmore RFS Dunmore/Cattle Creek community	Negative	High L – Likely M – Moderate	- Implement recommendations from the Bushfire Hazard Assessment including: - Implementing APZs to create a physical fuel break - Utilising low flammability materials, and locating renewable energy facilities within low risk environments, including: - Grassland - No continuous other vegetation types within 1-20km of the site - Generally flat topography, though some undulation may be present - Slopes of less than five degrees - No Bushfire Management Overlay applies. - Ensuring good road access to and throughout the site requiring all-weather construction, through-roads only, and a minimum of two access points provided to BESS infrastructure - Ensuring 45,000L water supplies at the entrances to the wind farm facilities, and an additional 288,000L for the BESS - Designing the project such that all infrastructure is located an appropriate distance apart, are provided with an auto-shutdown and capacity for isolation from power supply, and all guy wires and monitoring towers are clearly marked - Fire detection and suppression systems implemented for the BESS.	Medium L – Possible M – Moderate

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Health and community wellbeing						
					- Develop and implement a Bushfire Management Plan in consultation with Dunmore RFS and QPWS. Share the plan with landholders in the Dunmore/Cattle Creek community, Cecil Plains SES and Cecil Plains community. - Develop and implement in collaboration with emergency services providers a Safety and Emergency Management Plan that includes: - advance notification about project schedule, workforce numbers to support resourcing - details of a key point of contact and access to keys in case of emergencies - protocols for a company representative to meet emergency services at the site boundary and for confirming site is safe for emergency services to go on site if there are active energy/live wires - install signs/clearly label roads and structures to assist emergency services navigating the site - provide full site induction to emergency services. - schedule to test the plan in coordination with the Local Disaster Management Groups from TRC and WDRC.	
C/O	Loss of or decline in ecological aspects valued by community	Neighbouring landholders Local environmental groups	Negative	High L – Likely M – Moderate	- Design the project to avoid, minimise, manage and offset environmental impacts. - Implement relevant management measures identified in environmental assessments (i.e., Ecological Assessment, Progressive Rehabilitation Plan, and Erosion and Sediment Control Plans) and subsequent management plans to be developed (Bushfire Management Plan, Biodiversity Management Plan, Vegetation and Fauna Management Plan). - Implement the project in accordance with State and Federal environmental approval conditions including delivering biodiversity offsets in accordance with EPBC Act approval. - Collaborate with neighbouring landholders and local natural resource management groups on local ecological conservation initiatives and programs.	Medium L – Possible M – Moderate
C	Decreased telecommunication coverage and connectivity from additional project demand	Host landholders Neighbouring landholders Dunmore/Cattle Creek community	Negative	High L – Almost certain M – Moderate	Install satellite telecommunications service, e.g. Starlink, on-site	Possible L – Possible M – Minor
C	Increased demand on (Council-owned) essential infrastructure (e.g., solid waste, wastewater and sewage)	Toowoomba Regional Council Western Downs Regional Council	Negative	Medium L – Possible M – Moderate	- Require the ECI phase contractor to: - undertake a waste study that involves calculating waste projections for construction including the camp and investigating waste management options in accordance with the Waste Management Plan. The study will cover both water disposal and wastewater solutions. - undertake a water study to determine project requirements and identify suitable sourcing opportunities that comply with local and State regulations. - Consult with Toowoomba Regional Council and Western Downs Regional Council on the waste study including determining suitable solutions for water disposal and wastewater management. - Investigate options for camp to be self-sufficient including: - carting potable water from a commercial provider (avoid using Council water supply)	Low L – Unlikely M – Minor



Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Health and community wellbeing						
					– on-site wastewater management in accordance with Construction environment management plan – solid waste management in accordance with Waste management plan (commercial provider or on-site management). • If required, enter into infrastructure agreements with Councils.	

7.5 Cumulative effects

There are various developments within the Toowoomba and Western Downs LGAs, details of which are provided in **Table 32, Section 6.5.3**.

The cumulative effects on the local and regional study area are considered in Table . Details of the cumulative effects consider the Project impacts discussed in the preceding sections and other developments in the region.

Table 47: Cumulative effects

Impact category	Cumulative impact	Description
Workforce management		
Competition for labour	Reduced availability of labour and skills	The Project and other proposed developments may increase competition for skilled and unskilled labour within the Toowoomba and Western Downs LGAs. Local businesses may struggle to retain staff due to higher wages offered by proposed developments.
	Workforce demand	Other projects in the region will also need to recruit large workforces. Some of these workforces require up to 1,000 people. The demand for such large numbers will increase the pressure on an already constrained labour market. This could exacerbate workforce shortages, which will impact businesses and industries in the Toowoomba and Western Downs LGAs and beyond that rely on construction labour, trades and/or technicians, and managerial roles will experience this impact.
Housing and accommodation		
Availability and affordability	Reduced availability and affordability of housing and accommodation	The Project and other proposed developments may increase demand for local housing and accommodation in Cecil Plains, Millmerran, and Dalby during construction and operation. There is limited available housing in the community and this trend is also observed across the Toowoomba and Western Downs LGAs. As such, housing is a key constraint for growth. Additional demand could increase housing costs displacing locals.
Local business and industry procurement		
Business	Increase in transient population	The construction workforce associated with most major developments within the Toowoomba and Western Downs LGAs ranges between 300 and 1,000 workers during peak periods. This increases the likelihood of transient populations, such as visiting families, technical or specialised labourers visiting Cecil Plains, Dalby, Millmerran and the Toowoomba and Western Downs LGAs. As such, there may be an increase in discretionary spending within the region. This includes supporting the economic growth of areas including retail, hospitality, fuel, and food venues. The presence of many developments in the region has the potential to enhance the regional and local economy.
Procurement	Increase in procurement and industry	Construction and operation of proposed developments will increase opportunities for local businesses to participate in procurement processes and diversify their client base. This would support

	diversification opportunities	economic development in the Toowoomba and Western Downs LGAs.
Health and community wellbeing		
Values and aspirations	Consultation fatigue	Project developments in the region are undertaking consultation and engagement with local communities. This affects the broader Toowoomba and Western Downs LGAs and is relevant to the Project specific communities (i.e. Dunmore/Cattle Creek, Cecil Plains, Dalby, and Millmerran). This can be stressful and overwhelming for individuals. The increase in occurrence of such activities can exacerbate these feelings resulting in consultation fatigue and apathy towards major projects in the region.
	Decreased social cohesion	The influx in non-resident, transient workers in Dunmore/Cattle Creek and across Cecil Plains, Dalby, and Millmerran may increase stress, anxiety, and frustration for the community, which can impact social cohesion. While the communities are generally accustomed to non-resident workers (seasonal workers) in the community, multiple projects with large workforces would substantially increase the proportion of non-resident transient workers compared to residents, particularly during overlapping construction periods. This could exacerbate negative impacts on social cohesion.
Traffic safety	Increased road safety risks and traffic disruptions	Project construction is planned to begin in 2027, which coincides with other construction periods for proposed projects in the region. The associated influx of construction workers will increase the population density in the Toowoomba and Western Downs LGAs, which will contribute to increased traffic volumes and wear and tear of local roads. In addition, multiple projects in the area can lead to a higher volume of road diversions and/or reduction in speed limits. These traffic control measures can alter how local communities use their road networks and consequently impact their daily routine and local business operations.
Infrastructure, facilities, and services	Increased demand on supply chains	The Project will require large volumes of construction materials, equipment, and services, increasing pressure on supply chains. If multiple developments of similar infrastructure are under construction concurrently, potentially resulting in increased supply chain costs and reduced availability and accessibility for local businesses and residents.
	Increase pressure on essential services	Increased population, of which during construction phases could be around 500 people for each proposed development, may strain health, emergency, and essential infrastructure (e.g., waste, water, utilities), affecting capacity to provide services for the community.
Amenity	Overlapping construction and operation periods	The concurrent construction of projects within the region could exacerbate community concern over impacts to local amenities from dust, noise and vibration, and local flora and fauna. Perception of the local landscape may be altered with the prevalence of wind and solar farms in the region. The local communities may perceive a large change in visual amenity.

In light of these cumulative impacts, where possible, the Proponent will engage with Toowoomba Regional Council and Western Downs Regional Council and other developers in the region to further identify and confirm potential



cumulative effects. From this, proponents can develop and implement strategies to avoid and/or manage the potential cumulative effects. In addition, it offers developers the opportunity to enhance project benefits.

8. Social impact management framework

This section describes a framework for managing the Project's identified social impacts and benefits and includes a proposed schedule for monitoring the delivery of the Project's social impact management measures.

The intent of the framework is to provide a tool for the ongoing monitoring of Project impacts as well as providing a means of oversight for ensuring the ongoing effectiveness and relevancy of the management measures. The framework will assist with the development of a social impact management plan for the Project.

In accordance with the SIA Guideline, the social impact management framework is comprised of the following components:

- Community and Stakeholder Engagement Plan (CSEP)
- Workforce Management Plan (WMP)
- Workforce Housing and Accommodation Plan (WHAP)
- Local Business and Industry Procurement Plan (LBIPP)
- Health and Community Wellbeing Plan (HCWP).

These plans are all interrelated and, in particular, all link strongly to the CSEP.

It is the intention that the framework, key performance indicators (KPI) and associated management plans are developed further as necessary, in consultation with key stakeholders including TRC and WDRC, prior to construction commencing, and then reviewed annually during construction and the first 3 years of operation. RWE will be responsible for these tasks and for the implementation of the management plans.

Outcomes of monitoring will be reported in a social impact management report (SIMR) following each review. The preferred mechanism for sharing SIMRs will be determined in consultation with key stakeholders, including WDRC and TRC.

8.1 Community and stakeholder engagement plan

As per the SIA Guideline, the key objectives of community and stakeholder engagement relating to the Project are to ensure transparent and inclusive community and stakeholder engagement informs the SIA process, and the ongoing management and monitoring of potential social impacts during the construction and operational phases of the Project. The CSEP is the key tool used to communicate with communities and stakeholders about Project details, and potential social impacts and benefits. RWE already has a CSEP for pre-construction.

The CSEP will be continuously updated and will capture all management measures identified in this SIA relating to community and stakeholder engagement.

8.2 Workforce management plan

As per the SIA Guideline, the key objectives of the WMP are to:

- Prioritise recruitment of workers from the local and regional communities
- Reduce the proportion of workers engaged in FIFO arrangements (where feasible)
- Support the health and well-being of the project workforce.

Where possible the Project will maximise employment and training opportunities for the local and regional community and to ensure a safe work environment. Given skills shortages, an active approach will be needed to achieve positive local employment for this Project. The WMP will capture the measures, including those identified in this SIA, that RWE will put in place to achieve these goals.

KPIs for workforce management including targets will be determined in consultation with WDRC and TRC, once the construction contractor is engaged. RWE will convene meetings with WDRC, TRC and the construction contractor to discuss workforce requirements and local workforce availability and priorities to determine appropriate KPIs.

8.3 Workforce housing and accommodation plan

As per the SIA Guideline, the key objectives of the WHAP are to ensure that Project housing and accommodation arrangements:

- Do not contribute to significant affordability and availability impacts on housing and accommodation in local and regional communities
- Are well planned, enhance worker wellbeing, and do not place excess burden on existing infrastructure, facilities and services used by local and regional communities.

RWE is committed to these objectives of ensuring that adverse housing and accommodation impacts are not experienced in Cecil Plains, Dalby, Millmerran and the surrounding region.

The WHAP will capture the management measures outlined in this SIA relating to workforce accommodation and housing and reflect the latest details relating to:

- workforce requirements (i.e., workforce sourcing)
- housing and accommodation context in Cecil Plains, Dalby and Millmerran (i.e., level of demand and cumulative considerations)
- details of the services and facilities to be provided at the on-site camp
- strategies for providing accommodation for the operational workforce including using short-term or workforce accommodation for maintenance workers, and delivery of housing for permanent operational workers.

8.4 Local business and industry procurement plan

As per the SIA Guideline, the key objectives of the LBIPP are to ensure that Project procurement practices:

- Maximise opportunities for competitive and capable local businesses to provide goods and services to the Project
- Reduce barriers to entry for local businesses (where feasible).

RWE is committed to supply and procurement opportunities for local businesses and First Nations businesses through the Project, particularly for the Cecil Plains, Dalby and Millmerran communities and the Toowoomba and Western Downs LGA.

The LBIPP will capture the management measures outlined in this SIA relating to local business and industry procurement. KPIs for local procurement including targets will be determined in consultation with WDRC and TRC, once the construction contractor is engaged. RWE will convene meetings with WDRC, TRC and the construction contractor to discuss procurement requirements and local business capacity and capability to determine appropriate KPIs.

8.5 Health and community wellbeing plan

As per the SIA Guideline, the key objectives of the HCWP are to ensure that the Project:

- Avoids or mitigates negative social impacts and capitalises on opportunities to improve the health and wellbeing of local and regional communities
- Does not adversely impact on the level of service to local and regional communities from existing social services, facilities and infrastructure.

RWE is committed to working with the local community to avoid negative health and wellbeing impacts and seek opportunities to maximise positive benefits.

The HCWP will capture the management measures outlined in this SIA relating to health and community wellbeing.

8.6 Schedule of actions

As noted above, it is the intention that this social impact management framework and associated management plans are reviewed, developed further and / or updated as necessary, prior to construction commencing, and then reviewed and updated regularly during both construction and operation. Table 48 outlines a schedule of actions to help plan for these processes.

Table 48: Social impact management framework – Schedule of actions

Management component	Task	Timing	Responsibility
Community and stakeholder engagement plan	Review and update	Prior to construction start During construction, every 6 months During operation, every 2 years	RWE
Workforce management plan	Review, update and further develop	Prior to construction start During construction, every 6 months During operation, every 2 years for the first 4 years of operation, then every 3 years	RWE
Workforce housing and accommodation plan	Review, update and further develop	Prior to construction start During construction, every 6 months During operation, every 2 years for the first 4 years of operation, then every 3 years	RWE
Local business and industry procurement plan	Review, update and further develop	Prior to construction start During construction, every 6 months During operation, every 2 years for the first 4 years of operation, then every 3 years	RWE
Health and community wellbeing plan	Review, update and further develop	Prior to construction start During construction, every 6 months During operation, every 2 years for the first 4 years of operation, then every 3 years	RWE

9. Additional community investment opportunities

Additional community investment opportunities for the Dunmore/Cattle Creek community and Cecil Plains community listed in Table 49 and Table 50, respectively, were identified through engagement with stakeholders throughout the SIA.

It is noted that the Cecil Plains district does not currently have a community plan. As noted previously, RWE has committed to collaborate with TRC and WDRC and the Dunmore/Cattle Creek and Cecil Plains communities on opportunities to provide benefits to the communities, including supporting the development of a Cecil Plains district community plan.

Table 49: Additional community investment opportunities – Dunmore/Cattle Creek

Community investment opportunity	Strategic alignment with local government plans	
	Toowoomba Regional Council	Western Downs Regional Council
- Improvements to telecommunications coverage - Improvements to road infrastructure, e.g. floodway upgrades, marked designated areas for stock crossings, signage ('no through road' at O'Connors Road and flood markers) - School bus - Electricity subsidies - Community meeting area, e.g. RFS shed - Support for environmental programs and wildlife carers	Economic Development Strategy 2038	- Western Downs Regional Council Corporate Plan 2021-2026 - Western Downs Regional Council Economic Development Strategy 2023-2028 - Communities Partnering Framework

Table 50: Additional community investment opportunities – Cecil Plains

Community investment opportunity	Strategic alignment with Toowoomba Regional Council plans
- Upgrades to the boat ramp - Improvements to Apex Park facilities - Upgrade the bridge that crosses the Condamine River in/out of Cecil Plains - Improvements to health service accessibility, e.g. GP - Support for activities and programs targeting young people - Support to expand the kindergarten - Additional and diverse housing and accommodation - Tourist attractions – paint the silos - Flood mitigation - Community bus - Support to re-instate the Cecil Plains Crier - Support for community events, e.g. re-instate Cecil Plains Rodeo - Electricity subsidies	- Economic Development Strategy 2038 - Toowoomba Regional Housing Strategy - Toowoomba Region Youth Strategy 2025-2030

10. Summary and conclusion

This SIA has been prepared in accordance with the SIA Guideline and Supplementary material. This SIA was developed in consultation with TRC, WDRC and stakeholders from the Dunmore/Cattle Creek, Cecil Plains, Dalby and Millmerran communities.

This SIA has identified and assessed the potential positive and negative social impacts of the Project with consideration of:

- The Project's activities and workforce profile
- Existing socio-economic characteristics of the local study area, Cecil Plains, Millmerran, Dalby and the Toowoomba and Western Downs LGAs
- Outcomes of community and stakeholder engagement
- Findings from other technical assessments prepared for the Project.

The Project's potential positive and negative impacts with a post-management significance medium or higher are summarised in Table 51.

Table 51: Summary of potential social impacts

Positive/ negative impact	Project phase	Potential social impacts	Pre- management significance	Post- management significance
Workforce management				
Positive	C/O	Increased employment opportunities	High	Very high
		Increased training, skills and capacity building opportunities	Medium	High
Local business and industry procurement				
Positive	C/O	Increased economic activity for short-term accommodation providers	Medium	High
		Increased economic activity for local businesses from project workforce spending	Medium	High
		Increased local and regional supply opportunities contributing to revenue and business growth	Medium	High
		Increased opportunity for industry and economic diversification	Medium	High
Negative	C	Disruptions to agricultural operations from construction traffic	Very high	Medium
	C	Increased biosecurity risks on agribusinesses	High	Medium
Health and community wellbeing				
Positive	C/O	Increase in community investment contributing to enhancement of community amenity and wellbeing	High	Very high
		Diversification of income	High	High
	O	Increase in resident population	High	High

Positive/ negative impact	Project phase	Potential social impacts	Pre- management significance	Post- management significance
Negative	C	Increased stress and anxiety due to project uncertainty and anticipated change to community identity and way of life	Very high	Medium
	C	Increase in consultation fatigue due to multiple projects proposed and commencing construction	Very high	High
	C	Increased traffic disruption, road safety risks and road condition deterioration	Very high	High
	C	Reduced health and emergency services capacity and access for the community	High	Medium
	C	Increased bushfire risk	High	Medium
	C/O	Loss of or decline in rural agricultural landscape amenity and impacts on visual amenity	High	High
	C/O	Loss of or decline in ecological/environmental aspects valued by the community	High	Medium

Overall, the impact assessment concluded that the Project would result in 9 potentially significant positive impacts during construction and/or operation and 7 potentially significant negative impacts that would be limited to the construction phase, 2 potentially significant negative impacts that could continue through to operation.

Several management measures outlined in this report involve collaboration with key stakeholders to develop more detailed management measures with the intention to further reduce potential negative impacts. It is anticipated that the outcomes of these more detailed management measures would further reduce the significance of potential negative impacts.

A social impact management framework has been outlined and provides for managing the Project's identified social impacts (negative impacts) and benefits (positive impacts) and includes a schedule for monitoring the delivery of the Project's social impact management plans.

The intent of the framework is to provide a tool for the ongoing monitoring of Project impacts as well as providing a means of oversight for ensuring the ongoing effectiveness and relevancy of the management measures. The framework could also assist with the development of a social impact management plan for the Project, if this is deemed necessary, at any time.

The framework comprises the following components:

- CSEP
- WMP
- WHAP
- LBIPP
- HCWP.

11. References

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Appendix A
SIA survey



Cattle Creek Wind Farm - Social Impact Assessment Survey

Introduction

RWE Renewables Australia (RWE) invites you to participate in a Social Impact Assessment Survey to share your feedback and ideas on how the Cattle Creek Wind Farm can deliver the most meaningful benefits to your community.

RWE is working on developing a renewable energy project near Cattle Creek, in southern Queensland's Toowoomba Regional Council and Western Downs Regional Council local government areas. The proposed Project would incorporate a wind farm with up to 140 wind turbines and a battery energy storage system (BESS).

More information on the Project is available at Cattle Creek Wind Farm [website](#).

Your participation is voluntary, and your responses will be kept strictly confidential. Your information will not be shared with any third parties. Your responses will be combined with others and analysed in a way that does not reveal your identity.

The estimated time to complete this survey is 15 minutes.

About the Project

These questions help us understand your level of awareness of the Project and will help RWE target future stakeholder engagement activities.

* 1. Prior to this survey, were you aware of the proposed Cattle Creek Wind Farm?

☐ Yes

☐ No

* 2. If yes, how did you hear about the Project? Select all that apply.

☐ Project website

☐ Project newsletter distributed by RWE

☐ Door knocking by RWE

☐ Attended a public information session held by RWE

☐ Word of mouth

☐ Local news

☐ Social media

☐ Cattle Creek Wind Farm Environment Protection and Biodiversity Conservation (EPBC)
Referral process

☐ Other (please specify)

Before proceeding, please review information about the Project available at the [Cattle Creek Wind Farm website](#).

About your community

These questions help us understand what is important to your community and will inform the community benefit program and stakeholder engagement activities.

* 3. What do you value most about your community? Select all that apply.

- ☐ Community / Family and friends
- ☐ Lifestyle
- ☐ Cultural diversity
- ☐ History and heritage
- ☐ Safety and security
- ☐ Access to services and facilities
- ☐ Employment and livelihood opportunities
- ☐ Natural environment
- ☐ Recreation activities
- ☐ Other (please specify)

4. If you were describing your community to someone who has never been there, what would you say?

* 5. What are the key needs in your community? Select all that apply.

- ☐ Employment opportunities
- ☐ Training and education opportunities and facilities
- ☐ Housing and accommodation
- ☐ Support for local businesses
- ☐ Healthcare
- ☐ Emergency services
- ☐ Social and community services such as childcare, aged care, and disability support
- ☐ Infrastructure such as roads and telecommunications
- ☐ Other (please specify)

6. Please provide more detail about the specific needs you see in the community.

Potential benefits and impacts

These questions help us understand your views and expectations of the Project.

Please indicate how much you agree or disagree with the following statements about the Project's workforce impacts. Select one option per statement.

* 7. It is important that the Project creates local job opportunities during construction.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 8. I am concerned about a potential increase in non-resident (fly-in/fly-out or drive-in/drive-out) workers in the region.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 9. It is important that the Project provides local job opportunities during operation and maintenance.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

Please indicate how much you agree or disagree with the following statements about the Project's potential housing and accommodation impacts. Select one option per statement.

* 10. I am concerned about increased demand for housing and accommodation in the region during construction.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 11. I support non-resident workers (fly-in/fly-out or drive-in/drive-out) being accommodated in a camp on the Project site.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 12. I support non-resident workers (fly-in/fly-out or drive-in/drive-out) being accommodated in a camp outside the Project site.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

Please indicate how much you agree or disagree with the following statements about the Project’s potential economic and industry impacts. Select one option per statement.

* 13. I am concerned that the Project’s demand for materials and trades may affect availability for other local industries or developments.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 14. It is important that the Project creates opportunities for local businesses to supply goods and services.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 15. I am concerned about the potential impacts of the Project on local agricultural enterprises.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

Please indicate how much you agree or disagree with the following statements about the Project's potential impacts or benefits to infrastructure. Select one option per statement.

* 16. It is important the Project considers opportunities to enhance telecommunications coverage.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 17. It is important that the Project consider opportunities to upgrade roads.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

Please indicate how much you agree or disagree with the following statements about the Project's potential impacts or benefits on the environment and landscape character. Select one option per statement.

* 18. I am concerned about the scenic amenity impacts of the Project on the landscape.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 19. I am concerned about potential impacts on local ecosystems or wildlife.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 20. I am concerned about noise impacts during construction.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 21. I am concerned about noise impacts during the operation of the Project.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 22. I am concerned about dust or air quality impacts during construction.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

Please indicate how much you agree or disagree with the following statements about the Project's potential impacts or benefits on the community and community services. Select one option per statement.

* 23. The Project should avoid or minimise impacts to Aboriginal or historical cultural heritage.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 24. I am concerned about traffic disruptions during construction.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 25. I am concerned about traffic disruptions during the operation phase.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 26. I am concerned about increased demand on healthcare services during construction.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 27. I am concerned about increased demand on healthcare services during operation.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 28. I am concerned about the impact of the Project on emergency services or response times.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 29. I am concerned about increased demand on social or community services during construction.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 30. I am concerned about increased demand on social or community services during operation.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

* 31. A community benefit program should be part of this Project.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment (optional)

32. Are there any other potential benefits or concerns regarding the Project you'd like to share?

Information provision and engagement

These questions help plan future engagement activities for the Project.

* 33. How would you prefer to receive updates about the Project? Select all that apply

- ☐ Project website
- ☐ Project newsletter distributed by RWE
- ☐ Project updates provided in local community newsletters
- ☐ One-on-one meeting
- ☐ Personal phone calls
- ☐ SMS notifications
- ☐ A public information session held by RWE
- ☐ Email
- ☐ Local news/radio
- ☐ I don't want to be updated
- ☐ Other (please specify)

* 34. How would you prefer to give feedback or be involved in the Project? Select all that apply

- ☐ Project website feedback form
- ☐ Attend public information sessions held by RWE
- ☐ One-on-one meeting with RWE
- ☐ Personal phone call with RWE
- ☐ Through a community representative
- ☐ Participation in a community engagement committee
- ☐ Online survey
- ☐ Hardcopy survey
- ☐ Email
- ☐ I don't want to be involved
- ☐ Other (please specify)

35. What are the main reasons you prefer to not be involved in the Project?

36. What additional information would you like to receive on the Project and/or the assessment process?

About you

These questions help us understand who is interested in the Project and will help RWE target future stakeholder engagement activities.

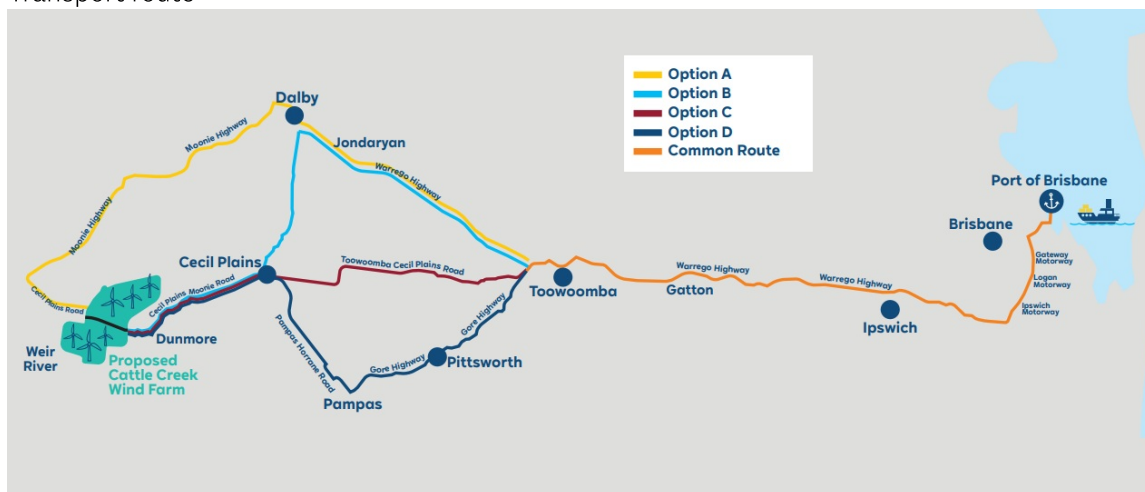
37. How long have you lived in the region (Toowoomba or Western Downs regions)?

- ☐ Less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ More than 10 years
- ☐ I don't live in the region

38. Which group best represents you?

- ☐ Host landholder
- ☐ Local community (Cattle Creek, Cecil Plains, Dunmore, St Ruth, Millmerran, Moonie and surrounds)
- ☐ Landholder / resident along the transport route from Brisbane (see map below)
- ☐ Resident of broader region (Toowoomba or Western Downs Local Government Area)
- ☐ Outside the region

Transport route



* 39. What suburb/locality do you live in?

* 40. Which of the following apply to you? Select all that apply.

- ☐ Member/volunteer of a local community group / organisation
- ☐ Environmental or conservation group member
- ☐ Member of an Aboriginal and/or Torres Strait Islander community group / corporation
- ☐ Service provider (health, emergency, education and training, social)
- ☐ Local business or supplier
- ☐ Agricultural or farming enterprise
- ☐ Tourism operator or accommodation provider
- ☐ Education or training provider
- ☐ Interested member of the public
- ☐ Prefer not to say
- ☐ Other (please specify)

41. Are you

- ☐ Male
- ☐ Female
- ☐ Prefer not to say
- ☐ Other (please specify)

42. Which age group do you belong?

- ☐ 14 years or younger
- ☐ 15-19 years
- ☐ 20-24 years
- ☐ 25-34 years
- ☐ 35-44 years
- ☐ 45-54 years
- ☐ 55-64 years
- ☐ 65+ years
- ☐ Prefer not to say

43. Are you of Aboriginal or Torres Strait Islander origin?

- ☐ No
- ☐ Yes, Aboriginal
- ☐ Yes, Torres Strait Islander
- ☐ Yes, Aboriginal and Torres Strait Islander
- ☐ Prefer not to say

44. Do you have any other comments, questions or suggestions about the Project?

Thank you

Thank you for completing the Social Impact Assessment Survey for the Cattle Creek Wind Farm.

If you would like to stay up to date on the Project, please click [here](#) to register for the Project mailing list. Your contact information will not be linked to this survey.

For any questions regarding this Social Impact Assessment Survey, please contact Attexo at cattlecreek_sia@attexo.com.au.

For any other questions about Cattle Creek Wind Farm, please contact the RWE Project team by clicking [here](#) to send an online enquiry or 1800 867 077.



Appendix B

SLA engagement register

SIA Engagement Register

Cattle Creek Wind Farm

Date	Engagement method, location	Stakeholder group	Stakeholder	Number of participants	Key themes raised	Relevant SIA report section
July to end October 2025	SIA survey, online	Community members		30	- Housing and accommodation - Environmental impacts - Amenity and lifestyle impacts - Impacts on agricultural enterprises - Opportunities for local businesses - Local employment and training opportunities - Opportunities for road upgrades	Section 7.2 Section 7.4.7.5 Section 7.4.7 Section 7.3.4 Section 7.3.1 and 7.3.2 Section 7.1.1 and 7.1.2 Section 7.4.2
8 August 2025	Scoping meeting, online	Local government	Toowoomba Regional Council	3	- SIA study area and stakeholder engagement - Health and emergency services - Housing and accommodation - Traffic and transport - Social infrastructure - Workforce management - Local business and industry procurement - Disaster management - Community benefit agreement	Sections 4, 5 and 6
28 August 2025	Briefing, online	Local government	Western Downs Regional Council	3	- Community engagement - SIA review process	Section 3.3
16 September 2025	Scoping meeting, Dalby	Local government	Western Downs Regional Council	1	- SIA engagement with WDRC - Local context - Skills shortage - Housing and accommodation	Section 6
	Meeting, Dalby	Health and emergency services	QAS (Dalby)	1	- QAS capacity in Dalby - Emergency management	Section 6.6.3 Section 7.4.3
17 September 2025	Meeting, Opal Creek Feedlot	Local businesses and commercial agricultural enterprises	ACC Beef – Opal Creek Feedlot	2	Impacts on feedlot operations including construction traffic and noise	Section 7.3.4
	Meeting, Cecil Plains	Accommodation providers	Hotel Victory	1	- Housing and accommodation challenges - Community needs and opportunities - Lack of health services in Cecil Plains - Bushfire risk	Section 6.4 Section 6.6 Section 6.6.3 Section 7.4.7.4
	Meeting, online	Accommodation providers	Ausco Stayover (Dalby)	1	Accommodation capacity and availability	Section 6.4.3
		Neighbouring landholders and farming families	Neighbouring landholders and farming families	2	Feedback and recommendations on Project and SIA engagement	Section 5.2 and Section 7.4.1.1



Date	Engagement method, location	Stakeholder group	Stakeholder	Number of participants	Key themes raised	Relevant SIA report section
	Focus group meeting, Cecil Plains	Local businesses and commercial agricultural enterprises	Purcell Civil	1	Housing and accommodation challenges, impacts and opportunities	Section 6.4 and Section 7.2
		Accommodation providers	The Cecil Plains Homestead	1	Road infrastructure and traffic and transport impacts on farming operations and community	Section 7.3.4.2
		Social services and community groups	Cecil Plains Crier Cecil Plains Golf Club Cecil Plains Progress Tourism Recreation Association Inc Lions Club of Cecil Plains Millmerran Community Support Service Our Lady of Lourdes Church, Cecil Plains	6	- Telecommunications infrastructure - Healthcare and emergency services challenges and opportunities - Opportunities for youth and young people - Opportunities for local businesses and local employment - Cumulative impacts with 7 other proposed renewable energy projects - Community safety concerns associated with a large workforce - Opportunities for workers to integrate with the community and support local businesses - Community investment opportunities	Section 6.6.2.1 Section 7.4.3 Section 7.1 Section 7.1.1 and 7.3.2 Section 7.5 Section 7.4.1 and 7.4.4 Section 7.1.3 and 7.3.1 Section 7.4.1.4 and 9
18 September 2025	Meeting, Toowoomba	Local government	Toowoomba Regional Council	2	Overview of SIA engagement undertaken to date including community feedback	Section 5.2 and Section 7.4.1.1
29 September 2025	Meeting, online	Local government	Western Downs Regional Council – Road infrastructure	2	- Transportation of material and gravel - Route assessment - Road infrastructure agreement	Section 7.4.2
	Meeting, online	Local businesses and commercial agricultural enterprises / Health and emergency services / Social services and community groups	Porter and Wood / Cecil Plains Auxiliary Fire Brigade / Cecil Plains Progress Tourism Recreation Association Inc	1	- Community plan needed to guide community benefit investments - Skills shortage - Telecommunications infrastructure - Community investment opportunities	Section 7.4.1 and Section 9 Section 7.1 and 7.3.3 Section 7.4.8.1 Section 7.4.1.4 and 9
	Phone call	Health and emergency services	Cecil Plains SES	1	- Cecil Plains SES membership and responsibilities - Community investment opportunity: boat ramp upgrade	Section 7.4.3 Section 7.4.1.4 and 9
2 October 2025	Phone call	Education and training providers	Little Country Kids Club	1	- Local health service challenges - Local community needs and investment opportunities - Construction traffic impacts - Recommendations for community engagement	Section 7.4.3 Section 7.4.1.4 Section 7.4.2 Section 7.4.1
3 October 2025	Meeting, online	Health and emergency services	QFD (Dalby) QPS (Millmerran)	2	- Project demands for QPS and QFD services - Emergency response plan expectations - Opportunities to support emergency services	Section 7.4.3
7 October 2025	Phone call	Social services and community groups	Millmerran Progress and Commerce Inc	1	- Cumulative impacts - Consultation fatigue and community engagement opportunities and learnings - Health and emergency services in Millmerran - Housing and accommodation challenges in Millmerran - Skills shortage	Section 7.5 Section 7.4.1 Section 7.4.3 Section 6.4 and 7.2 Section 7.1 and 7.3.3



Date	Engagement method, location	Stakeholder group	Stakeholder	Number of participants	Key themes raised	Relevant SIA report section
8 October 2025	Meeting, online	Local government	Western Downs Regional Council – Workforce accommodation	3	- Construction traffic impacts - Support for local businesses	Section 7.4.2 Section 7.3.1 and 7.3.2
					- Project demand for potable water and waste management infrastructure - Cumulative impacts on Council's infrastructure	Section 7.4.8 Section 7.5
10 October 2025	Focus group meeting, Cecil Plains	Neighbouring landholders and farming families	Neighbouring landholders and farming families	9	- Community engagement feedback - Workforce management and behaviour concerns - Housing and accommodation challenges - Impacts on farming operations including traffic and road safety impacts, potential groundwater impacts, contamination - Amenity impacts - Demand for council infrastructure - Impacts on native wildlife - Land devaluation - Noise impacts - Health and emergency services challenges and opportunities - Telecommunication challenges and opportunities - Decommissioning concerns - Cumulative impacts	Section 5.2 and 7.4.1.1 Section 7.4.4 Section 7.2 Section 7.3.4 Section 7.4.7 Section 7.4.8 Section 7.4.7.5 Section 7.4.5.2 Section 7.4.7.1 and 7.4.7.2 Section 7.4.3 Section 7.4.8.1 Section 7.4.5.4 Section 7.5
24 October 2025	Focus group meeting, Cecil Plains	Neighbouring landholders and farming families	Neighbouring landholders and farming families	7	- Community engagement feedback - Housing and accommodation challenges	Section 5.2 and 7.4.1.1 Section 7.2
		Local businesses and commercial agricultural enterprises	ACC Beef – Opal Creek Feedlot	2	- Construction traffic impacts on farming and feedlot operations - Opportunities to support local businesses - Contamination impacts - Community cohesion and stress - Road safety and condition concerns - Amenity impacts from workforce camp - Community safety and security - Groundwater impacts - Bushfire risk and management - Decommissioning concerns - Environmental impacts and biosecurity - Telecommunications challenges - Social services and infrastructure, e.g. local schools - Cumulative impacts - Numerous community investment opportunities - Opportunity to attract new locals to Cecil Plains	Section 7.3.4 Section 7.3.1 and 7.3.2 Section 7.3.4.4 Section 7.4.1 Section 7.4.2 Section 7.4.7 Section 7.4.4 Section 7.4.5.3 Section 7.4.7.4 Section 7.4.5.4 Section 7.3.4.3 and 7.4.7.5 Section 7.4.8.1 Section 7.1.2 Section 7.5 Section 7.4.1.4 and 9 Section 7.4.1.3



Date	Engagement method, location	Stakeholder group	Stakeholder	Number of participants	Key themes raised	Relevant SIA report section
	Meeting, Cecil Plains	Local businesses and commercial agricultural enterprises	Mort & Co – Grassdale and Pinegrove feedlots	1	• Skills shortage • Construction traffic and road safety impacts • Opportunity to attract new locals to Cecil Plains • Housing and accommodation opportunities • Support bushfire management and local RFS • Community investment opportunities including a community plan	Section 7.1 and 7.3.3 Section 7.3.4.2 and 7.4.2 Section 7.4.1.3 Section 7.2 Section 7.4.7.4 Section 7.4.1.4 and Section 9
	Focus group meeting, Cecil Plains	Neighbouring landholders and farming families	Neighbouring landholders and farming families	4	• Road condition and upgrades • Water source for turbine pads • Decommissioning concerns • Telecommunications challenges • Community investment opportunities	Section 7.4.2 Section 7.4.5.3 Section 7.4.5.4 Section 7.4.8.1 Section 7.4.1.4 and Section 9
10 November 2025	Briefing, online	Local government	Western Downs Regional Council	8	• Consultation with Dalby Chamber of Commerce • Road infrastructure upgrades and impacts • Demand for Council infrastructure • Cumulative impacts	Section 7.3.2 Section 7.4.2 Section 7.4.8.2 Section 7.5
12 November 2025	Briefing, online	Local government	Toowoomba Regional Council	3	• Cecil Plains and Millmerran Community Reference Groups • CBA policy update	Section 7.4.1



Appendix C

Summary of social
impacts and benefits
in Toowoomba LGA

Table C.1: Impact assessment summary – Toowoomba LGA

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Workforce management – Toowoomba LGA						
C/O	Increased employment opportunities in the local and regional area	Job seekers / school leavers Employment and recruitment agencies	Positive	High L – Likely M – Moderate	Develop a Local Employment and Training Strategy in collaboration with local trade and training organisations (such as Dalby TAFE) that includes: - a recruitment hierarchy that prioritises recruiting workers who live in (1) Dunmore, Cecil Plains and Millmerran district, (2) Dalby, Pittsworth and Tara districts, (3) other communities in the Toowoomba and Western Downs LGAs. - measures to promote employment and training opportunities in Dunmore, Cecil Plains and Millmerran district, and in the Toowoomba and Western Downs LGAs - binding subcontractors to apply the recruitment hierarchy - providing training pathways for people who live in Dunmore, Cecil Plains and Millmerran including young people and people who wish to reskill/retrain. Include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction: - prepare and provide school activity packs about wind energy projects targeting primary school students and high school students - attend high school careers events to promote careers in renewables.	Very high L – Almost certain M – Major
C/O	Increased skills development and training opportunities	Dunmore/Cattle Creek community Cecil Plains community Millmerran community Toowoomba Regional Council	Positive	Medium L – Possible M – Moderate	- binding subcontractors to apply the recruitment hierarchy - providing training pathways for people who live in Dunmore, Cecil Plains and Millmerran including young people and people who wish to reskill/retrain. Include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction: - prepare and provide school activity packs about wind energy projects targeting primary school students and high school students - attend high school careers events to promote careers in renewables.	High L – Almost certain M – Moderate
C	Decreased health and wellbeing of non-resident project workforce	Non-resident workers and their families	Negative	Low L – Possible M – Minor	- Design camp to be largely self-sufficient providing the following services and facilities: - telecommunications including wi-fi - catering services - recreational facilities - health and safety services that support mental health. - Support opportunities for workers to integrate with the community, e.g. participate in local social events such as sport, and volunteering with community organisations.	Low L – Unlikely M – Minor
Housing and accommodation – Toowoomba LGA						
C/O	Reduced availability and affordability of rental accommodation	Cecil Plains community Millmerran community	Negative	High L – Likely M – Major	Develop a Workforce Housing and Accommodation Plan in consultation with key stakeholders (i.e., Council and accommodation providers) that includes measures for pre-construction, construction and operation phases such as: Providing an on-site camp for the construction workforce.	Low L – Rare M – Moderate
C/O	Reduced availability and affordability of short-term accommodation for visitors and contractors	Cecil Plains community Millmerran community	Negative	Very high L – Almost certain M – Major	- Explore opportunities to enter into agreements with short-term accommodation providers and/or existing or new workforce accommodation facilities to secure rooms for operational Project workers that does not affect availability for visitors, contractors and seasonal workers including avoiding peak visitor periods, e.g. events. - Providing proactive notice to short-term accommodation providers regarding construction timing, workforce estimates and accommodation requirements. - Ongoing consultation with local short-term accommodation providers in Cecil Plains, Millmerran and Dalby to monitor occupancy and manage Project demand. - Developing an approach for accommodating full-time operational workers including supplying new housing in Cecil Plains, Millmerran or Dalby.	Low L – Rare M – Moderate
Local business and industry procurement – Toowoomba LGA						

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
C/O	Increased economic activity for short-term accommodation providers	Short-term accommodation providers and local businesses in Cecil Plains and Millmerran	Positive	Medium L – Possible M – Moderate	Develop a Workforce Housing and Accommodation Plan in consultation with key stakeholders (i.e., Council and accommodation providers) that includes measures to: - Explore opportunities to enter into agreements with short-term accommodation providers and/or existing or new workforce accommodation facilities to secure rooms for Project workers that does not affect availability for visitors, contractors and seasonal workers. - Providing proactive notice to short-term accommodation providers regarding construction, operation and maintenance timing, workforce estimates and accommodation requirements. - Ongoing consultation with local short-term accommodation providers in Cecil Plains, Millmerran and Dalby to monitor occupancy and manage Project demand.	High L – Likely M – Moderate
C/O	Increased economic activity for local businesses from discretionary project workforce spending	Local businesses in Cecil Plains and Millmerran	Positive	Medium L – Possible M – Moderate	Develop a Workforce Management Plan that includes measures to support opportunities for construction workers to integrate with the community including through participating in local social events such as sporting events and clubs, and volunteering with community organisations.	High L – Likely M – Moderate
C/O	Increased local and regional supply opportunities contributing to revenue and business growth	Local and regional businesses First Nations-owned businesses	Positive	Medium L – Possible M – Moderate	Develop a Local Content Plan and First Nations Business Procurement Plan that includes measures to: - Embed local content and First Nations content procurement strategies into the Project's contracting model including hosting work package events - Maintain a local supplier register - Engage early with local and First Nations-owned businesses to inform them of upcoming procurement opportunities - Collaborate with Toowoomba Regional Council, Western Downs Regional Council, Millmerran Progress and Commerce Inc, Dalby Chamber of Commerce, TSBE and other renewable energy developers to develop and implement a capacity building and mentoring program for local businesses in Cecil Plains, Millmerran, Dalby and surrounds - Use standardised tendering processes and accreditation pathways - Implement small-to-medium-sized business-friendly payment terms.	High L – Almost certain M – Moderate
C/O	Increased opportunity for industry diversification	Local and regional businesses in Cecil Plains and Millmerran districts and Toowoomba LGA	Positive	Medium L – Possible M – Moderate	- Engage early with local and First Nations-owned businesses to inform them of upcoming procurement opportunities - Collaborate with Toowoomba Regional Council, Western Downs Regional Council, Millmerran Progress and Commerce Inc, Dalby Chamber of Commerce, TSBE and other renewable energy developers to develop and implement a capacity building and mentoring program for local businesses in Cecil Plains, Millmerran, Dalby and surrounds - Use standardised tendering processes and accreditation pathways - Implement small-to-medium-sized business-friendly payment terms.	High L – Almost certain M – Moderate
C	Reduced availability of labour and skills for local businesses due to increased competition	Local and regional businesses in Cecil Plains and Millmerran districts and Toowoomba LGA	Negative	Medium L – Possible M – Major	Develop a Local Employment and Training Strategy in collaboration with local trade/training organisations (such as Dalby TAFE and Trade Training Centre at Dalby State High School) that includes: - measures to promote employment and training opportunities in Dunmore, Cecil Plains and Millmerran district, and in the Toowoomba and Western Downs LGAs. - training pathways for young people and people who wish to reskill/retrain who live in Dunmore, Cecil Plains, Millmerran and Dalby.	Low L – Possible M – Minor
C/O	Decreased agricultural productivity from change in land use	Host landholders	Negative	High L – Almost certain M – Moderate	- Designed the Project in close collaboration with host landholders, including placing Project infrastructure away from cropping areas and farming infrastructure such as water access points. - Entered into agreements with host landholders, which include measures supporting co-existence of agricultural activities and renewable energy generation. - Develop and implement a Construction Environment Management Plan - Develop and implement an End of Construction Decommissioning Management Plan.	Low L – Unlikely M – Minor
C	Disruptions to agriculture operations, including additional cost incursions, from construction traffic generated delays and interruptions	Neighbouring landholders / Nearby farming operations	Negative	Very high L – Almost certain	Proactively engage with nearby farming and industrial agricultural operations to collaborate on appropriate mitigation measures for their operations, e.g. scheduling project	Medium L – Possible M – Major

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
		Industrial agricultural operations		M – Major	transportation to avoid livestock/machinery/commodities transportation times, wherever possible. - Transport construction workers via shuttle to the Project site from Dalby, Toowoomba and/or Brisbane to reduce construction traffic volumes. - Develop and implement a Traffic Management Plan and Road Use Management Plan that includes: - traffic controls and block out periods for construction traffic such as peak traffic periods - processes for providing advance notification to nearby farming and agricultural operations and the broader community regarding traffic movements and updates about unplanned traffic delays and interruptions. - Upgrade Cecil Plains Moonie Road including waterway crossings and widening the road, in accordance with infrastructure agreements with Toowoomba Regional Council and Western Downs Regional Council.	
C	Additional cost incursion to agriculture operations from additional biosecurity management burdens, livestock losses from predation	Neighbouring landholders / Nearby farming operations	Negative	High L – Possible M – Major	- Proactively engage with Toowoomba Regional Council and neighbouring landholders regarding biosecurity and wild dog management. - Implement biosecurity management measures in accordance with the Project's Construction Environment Management Plan and Biosecurity Plan, which include weed and pest management and wild dog management - Develop and implement an End of Construction Decommissioning Management Plan that includes biosecurity and weed and pest management.	Medium L – Unlikely M – Major
C/O	Concerns about viability of agriculture operations due to potential contamination from construction materials, machinery fluids or waste products posing food safety and LPA compliance risks	Neighbouring landholders / Nearby farming operations Industrial agricultural operations	Negative	Medium L – Possible M – Moderate	- Collaborate with TRC, WDRC and peak bodies in the renewable energy and agriculture industries to investigate concerns around turbine noise impacts on livestock and share findings with neighbouring landholders and nearby feedlot operators. - Proactively engage with neighbouring landholders to collaborate on appropriate mitigation measures for their farming operations including communicating the general approach to managing contaminants on site including erosion and sedimentation, and waste management. - Develop and implement Rehabilitation Management Plan, Erosion and Sediment Control Plan, Stormwater Management Plan and Site Stabilisation Plan in accordance with conditions of approval. - Develop and implement an End of Construction Decommissioning Management Plan.	Low L – Possible M – Minor
Health and community wellbeing – Toowoomba LGA						
C	Increased stress and anxiety due to project uncertainty and anticipated change to community identity and way of life	Neighbouring landholders Dunmore/Cattle Creek community	Negative	Very high L – Almost certain M – Major	Include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction phases: - Consistent and ongoing updates to the community about Project activities and potential disruptions, e.g. road closures, during construction. - A dedicated Community Liaison Officer during pre-construction and construction. - A shopfront in town where the community can access Project information and updates. The location will be determined in consultation with the Dunmore/Cattle Creek and Cecil Plains communities. - Project updates and notifications distributed via the community's preferred communication channels including but not limited to: via post and flyer inserts in mail outs (4407, 4364 and 4357 postcodes), email, text message, Facebook pages (Millmerran community, Cecil Plains community, Cecil Plains Crier and Cecil Plains Progress), community noticeboards in Cecil	Medium L – Possible M – Moderate

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
					Plains, Millmerran Community Support Service ENews, Millmerran Progress and Commerce Inc newsletter. • A Complaints and Enquiries Handling Process. • Measures to proactively engage with neighbouring landholders and the wider Dunmore/Cattle Creek community to: – understand and address concerns. – collaborate on appropriate mitigation measures for potential impacts on neighbouring landholder's properties, farming and industrial agricultural operations. – collaborate on opportunities to provide benefits to the community • Participating in the Cecil Plains Community Reference Groups to be established by Toowoomba Regional Council. • Explore opportunities to collaborate with other renewable energy developers on community benefit opportunities. Develop and implement a Health and Community Wellbeing Plan that will include: • A Neighbour Benefit Program, developed in consultation with neighbouring landholders. • Support for developing a community plan for the Cecil Plains district (includes Dunmore/Cattle Creek community) in collaboration with Toowoomba Regional Council. • Support through sponsorships and donations for local community organisations and local-led initiatives such as environmental and agricultural productivity projects and events. • Develop and implement an End of Construction Decommissioning Management Plan and End of Operation Decommissioning Plan to support ongoing farming operations on the Project site.	
C	Increased consultation fatigue in the community as a result of multiple projects being proposed and commencing construction	Dunmore/Cattle Creek community Millmerran community Cecil Plains community	Negative	Very high L – Almost certain M – Major	Take a strategic approach to engagement and include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction phases: • Employ a dedicated Community Liaison Officer during pre-construction and construction. • Provide project updates at the monthly Millmerran Progress and Commerce Inc meetings. • Distribute regular Project newsletters during the project development and pre-construction phases. • Provide ongoing updates to the community about Project activities and potential disruptions, e.g. road closures, during construction. • Establish a shopfront in town where the community can access Project information and updates. The location will be determined in consultation with the Dunmore/Cattle Creek and Cecil Plains communities. • Participate in the Millmerran and Cecil Plains Community Reference Groups to be established by Toowoomba Regional Council. • Coordinate and collaborate with other renewable energy developers on community consultation activities.	High L – Likely M – Major
O	Increased resident population	Cecil Plains community Millmerran community	Positive	High L – Likely M – Moderate	• Develop and implement a Live Local policy that encourages operational workers to relocate to Cecil Plains, Millmerran or Dalby. The policy may include: – incentives for relocating such as one-off payments to cover relocation expenses, rental subsidies over 2 or 3 years, and/or one-off payment towards housing deposit – support for and referrals to settlement programs run by local organisations	High L – Almost certain M – Moderate

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
					– provision of information about the local area, housing, education, recreation and services – additional incentives for families to relocate such as allowances for childcare and/or school expenses. • Work with Toowoomba Regional Council and Western Downs Regional Council to understand the local housing context and work in partnership to address housing needs.	
C/O	Increased community investment opportunities	Dunmore/Cattle Creek community Cecil Plains community Community organisations in Toowoomba LGA	Positive	High L – Almost certain M – Moderate	• Include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction phases: – collaborating with Dunmore/Cattle Creek and Cecil Plains communities on opportunities to provide benefits to the communities including supporting the development of a Cecil Plains district community plan. – participating in the Cecil Plains Community Reference Groups to be established by Toowoomba Regional Council – coordinating and collaborating with other renewable energy developers on community benefit opportunities. • Develop and implement a community benefit program that supports local community organisations and local-led initiatives in the directly impacted communities of Dunmore/Cattle Creek and Cecil Plains.	Very high L – Almost certain M – Major
C	Increased traffic disruption (i.e., inconveniences, connectivity, accessibility, travel time) and road safety risks (i.e., accidents) and road condition deterioration	Road users Dunmore/Cattle Creek community Cecil Plains community Industrial agriculture operations	Negative	Very high L – Almost certain M – Major	• Workers to be shuttled to Project site potentially from Dalby / Toowoomba / Brisbane. • Construction workers will be accommodated at the on-site camp. • Upgrade and maintain roads in accordance with infrastructure agreements with Toowoomba Regional Council, Western Downs Regional Council and DTMR. • Develop and implement Traffic Management Plan and Road Use Management Plan that includes: – traffic control and block out periods such as peak traffic periods, school bus pick up and drop off times – OSOM transportation to occur in off-peak periods, e.g. through the night – processes for providing advance notification to the community and agricultural operations regarding traffic movements, planned upgrades and maintenance activities • processes for providing updates about unplanned traffic delays and interruptions.	High L – Possible M – Major
C	Reduced health and emergency services capacity and access for the community	Dunmore/Cattle Creek community Cecil Plains community Emergency services in Millmerran	Negative	High L – Possible M – Major	• Develop and implement a Workforce Management Plan that includes the following measures: – Accommodating the construction workers at the on-site camp – Provide medical services for the construction workforce including access to telehealth, registered nurse practitioner and mental health support – Private emergency services provider to be available to respond to emergencies on-site – First Aid Certification required for certain roles. • Develop and implement in collaboration with emergency service providers a Safety and Emergency Management Plan that includes: – advance notification about project schedule, workforce numbers to support resourcing – details of a key point of contact and access to keys in case of emergencies	Medium L – Unlikely M – Moderate

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
					– protocols for a company representative to meet emergency services at the site boundary and for confirming site is safe for emergency services to go on site if there are active energy/live wires – install signs/clearly label roads and structures to assist emergency services navigating the site – provide full site induction to emergency services – schedule to test the plan in coordination with the Local Disaster Management Groups from Toowoomba Regional Council and Western Downs Regional Council. • Provide letters of support for additional QPS resources in Millmerran/Cecil Plains. • Collaborate with other renewable energy developers to sponsor a locum GP in Cecil Plains • Explore opportunities to provide health services and support to the community. • Develop and implement a Bushfire Management Plan in consultation with Dunmore RFS. • Implement recommendations from Natural Hazard Risk Assessment.	
C	Perceived decrease in community safety as a result of non-resident workers engaging in disruptive and disorderly behaviour such as theft, off-site driving on farm roads, alcohol-related issues and trespass	Neighbouring landholders Dunmore/Cattle Creek community	Negative	Medium L – Possible M – Moderate	• Provide catering services, recreational facilities, health and safety services that support mental health, BIBO services, etc, at the on-site camp. • Develop and implement a Workforce Management Plan that includes: – A recruitment hierarchy that prioritises recruiting workers who live in (1) Dunmore, Cecil Plains and Millmerran district, (2) Dalby, Pittsworth and Tara districts, (3) other communities in the Toowoomba and Western Downs LGAs. – A mandatory, strict Code of Conduct that applies to all workers at work, at the camp, in transit, and in public places. A zero-tolerance policy for contravening the Code of Conduct. – Mandatory alcohol and drug testing. – Opportunities for workers to integrate with the Cecil Plains community through social events, e.g. sport, community events, and volunteering. • Include the following measures in the Community and Stakeholder Engagement Plan: – Procedures for receiving and addressing community complaints and grievances – Communicating workforce behaviour standards and expectations, and penalties for non-compliance.	Low L – Unlikely M – Minor
C/O	Diversification of income	Host landholders	Positive	High L – Almost certain M – Moderate	• Enter into host landholder agreements.	High L – Almost certain M – Moderate
C	Potential to devalue land	Neighbouring landholders	Negative	Medium L – Possible M – Moderate	• Provide outcomes of land value impact assessment. • Include the following measures in the Community and stakeholder engagement plan for pre-construction and construction phases to proactively engage with neighbours to: – understand and address concerns, share project information and provide project updates via preferred communication channels – collaborate on appropriate mitigation measures for their operations – collaborate on opportunities to provide benefits to the community. • Develop and implement Neighbour benefits agreements.	Low L – Unlikely M – Minor

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
C	Decreased groundwater supply, pressure and quality for farming and domestic use	Neighbouring landholders Dunmore/Cattle Creek community	Negative	Medium L – Possible M – Moderate	- If groundwater will be used, relevant approvals, e.g. water licence, to be obtained under the Condamine and Balonne Resource Operations Plan - Water only to be taken during construction - Investigate opportunities to source water from supplies that does not affect neighbouring landholders' access to groundwater - Develop and implement Construction Environment Management Plan including measures to manage potential contamination - Develop and implement Erosion and Sediment Control Plan	Low L – Possible M – Minor
D	Perceived burden on landholders to manage legacy infrastructure and environmental impacts	Host landholders Neighbouring landholders	Negative	Medium L – Possible M – Moderate	- Host landholder agreements include measures for: - supporting co-existence of agricultural activities and renewable energy generation - decommissioning infrastructure at the end of construction and operations. - Develop and implement an End of Construction Decommissioning Management Plan and End of Operation Decommissioning Plan. - Ongoing engagement with community and stakeholders including provision of decommissioning information prior to Project reaching end of operational life.	Low L – Unlikely M – Minor
C/O	Loss of or decline in cultural heritage value contributed by disruptions to sites and landscapes of cultural heritage significance	Bigambul People	Negative	Medium L – Possible M – Moderate	Develop and implement cultural heritage management protocols in collaboration with the Bigambul People.	Low L – Possible M – Minor
C	Increased disruptions to surrounding amenity (noise and vibration, dust, light)	Host landholders Neighbouring landholders Dunmore/Cattle Creek community	Negative	High L – Almost certain M – Moderate	- Develop and implement Construction Environment Management Plan including measures to manage potential noise and vibration, dust and lighting impacts. - Locate and design the camp to minimise noise and lighting impacts on neighbours. - Implement procedures for receiving and addressing community complaints and grievances.	Low L – Unlikely M – Minor
		Cecil Plains community		Low L – Possible M – Minor		Low L – Possible M – Minor
O	Increased noise disturbance to surrounding amenity from operational wind turbines	Host landholders Neighbouring landholders Dunmore/Cattle Creek community	Negative	High L – Almost certain M – Moderate	- Develop and operate the wind farm in accordance with development approval conditions including conditions relating to compliance with noise criteria such as undertaking noise monitoring in the first 12 months of operation. - Develop and implement an Operational Regime/Strategy and Noise Monitoring Plan including reporting against noise criteria in State Code 23 and the conditions of approval.	Low L – Unlikely M – Minor
C/O	Loss of or decline in visual landscape amenity	Host landholders Neighbouring landholders Dunmore/Cattle Creek community Cecil Plains community Communities in the viewshed of the Project site	Negative	High L – Almost certain M – Moderate	- Implement mitigations recommended in the Landscape and Visual Amenity Impact Assessment. - Provide artists impressions to neighbouring landholders and the Dunmore/Cattle Creek community. - Develop and implement Neighbour Benefit Program.	High L – Almost certain M – Moderate
C	Increased bushfire risk that could affect neighbouring properties	Host landholders Neighbouring landholders Dunmore RFS	Negative	High L – Likely M – Moderate	- Implement recommendations from the Bushfire Hazard Assessment including: - Implementing Asset Protection Zones (APZs) to create a physical fuel break - Utilising low flammability materials, and locating renewable energy facilities within low risk environments, including:	Medium L – Possible M – Moderate

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
		Dunmore/Cattle Creek community			- Grassland - No continuous other vegetation types within 1-20km of the site - Generally flat topography, though some undulation may be present - Slopes of less than five degrees - No Bushfire Management Overlay applies. - Ensuring good road access to and throughout the site requiring all-weather construction, through-roads only, and a minimum of two access points provided to BESS infrastructure - Ensuring 45,000L water supplies at the entrances to the wind farm facilities, and an additional 288,000L for the BESS - Designing the project such that all infrastructure is located an appropriate distance apart, are provided with an auto-shutdown and capacity for isolation from power supply, and all guy wires and monitoring towers are clearly marked - Fire detection and suppression systems implemented for the BESS. - Develop and implement a Bushfire Management Plan in consultation with Dunmore RFS and QPWS. Share the plan with landholders in the Dunmore/Cattle Creek community, Cecil Plains SES and Cecil Plains community. - Develop and implement in collaboration with emergency services providers an Safety and Emergency Management Plan that includes: - advance notification about project schedule, workforce numbers to support resourcing - details of a key point of contact and access to keys in case of emergencies - protocols for a company representative to meet emergency services at the site boundary and for confirming site is safe for emergency services to go on site if there are active energy/live wires - install signs/clearly label roads and structures to assist emergency services navigating the site - provide full site induction to emergency services. - schedule to test the plan in coordination with the Local Disaster Management Groups from Toowoomba Regional Council and Western Downs Regional Council.	
C/O	Loss of or decline in ecological aspects valued by community	Neighbouring landholders Local environmental groups	Negative	High L – Likely M – Moderate	- Design the project to avoid, minimise, manage and offset environmental impacts. - Implement relevant management measures identified in environmental assessments (i.e., Ecological Assessment, Progressive Rehabilitation Plan, and Erosion and Sediment Control Plans) and subsequent management plans to be developed (Bushfire Management Plan, Biodiversity Management Plan, Vegetation and Fauna Management Plan). - Implement the project in accordance with State and Federal environmental approval conditions including delivering biodiversity offsets in accordance with EPBC Act approval. - Collaborate with neighbouring landholders and local natural resource management groups on local ecological conservation initiatives and programs.	Medium L – Possible M – Moderate
C	Decreased telecommunication coverage and connectivity from additional project demand	Host landholders Neighbouring landholders Dunmore/Cattle Creek community	Negative	High L – Almost certain M – Moderate	Install satellite telecommunications service, e.g. Starlink, on-site	Low L – Possible M – Minor



Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
C	Increased demand on (Council-owned) essential infrastructure (e.g., solid waste, wastewater and sewage)	Toowoomba Regional Council	Negative	Medium L – Possible M – Moderate	- Investigate options for camp to be self-sufficient including: - carting potable water from a commercial provider (avoid using Council water supply) - on-site wastewater management in accordance with Construction environment management plan - solid waste management in accordance with Waste management plan (commercial provider or on-site management). - If required, enter into infrastructure agreements with Councils.	Low L – Unlikely M – Minor



Appendix D

Summary of social
impacts and benefits
in Western Downs
LGA

Table D.1: Impact assessment summary – Western Downs LGA

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
Workforce management – Western Downs LGA						
C/O	Increased employment opportunities in the local and regional area	Job seekers / school leavers Employment and recruitment agencies	Positive	High L – Likely M – Moderate	Develop a Local Employment and Training Strategy in collaboration with local trade and training organisations (such as Dalby TAFE) that includes: - a recruitment hierarchy that prioritises recruiting workers who live in (1) Dunmore, Cecil Plains and Millmerran district, (2) Dalby, Pittsworth and Tara districts, (3) other communities in the Toowoomba and Western Downs LGAs. - measures to promote employment and training opportunities in Dunmore, Cecil Plains and Millmerran district, and in the Toowoomba and Western Downs LGAs - binding subcontractors to apply the recruitment hierarchy - providing training pathways for people who live in Dunmore, Cecil Plains and Millmerran including young people and people who wish to reskill/retrain. Include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction: - prepare and provide school activity packs about wind energy projects targeting primary school students and high school students - attend high school careers events to promote careers in renewables.	Very high L – Almost certain M – Major
C/O	Increased skills development and training opportunities	Dalby community Western Downs Regional Council	Positive	Medium L – Possible M – Moderate	- prepare and provide school activity packs about wind energy projects targeting primary school students and high school students - attend high school careers events to promote careers in renewables.	High L – Almost certain M – Moderate
C	Decreased health and wellbeing of non-resident project workforce	Non-resident workers and their families	Negative	Low L – Possible M – Minor	- Design camp to be largely self-sufficient providing the following services and facilities: - telecommunications including wi-fi - catering services - recreational facilities - health and safety services that support mental health. - Support opportunities for workers to integrate with the community, e.g. participate in local social events such as sport, and volunteering with community organisations.	Low L – Unlikely M – Minor
Housing and accommodation – Western Downs LGA						
C/O	Reduced availability and affordability of rental accommodation	Dalby community	Negative	High L – Likely M – Major	Develop a Workforce Housing and Accommodation Plan in consultation with key stakeholders (i.e., Council and accommodation providers) that includes measures for pre-construction, construction and operation phases such as: Providing an on-site camp for the construction workforce.	Low L – Rare M – Moderate
C/O	Reduced availability and affordability of short-term accommodation for visitors and contractors	Dalby community	Negative	High L – Possible M – Major	- Explore opportunities to enter into agreements with short-term accommodation providers and/or existing or new workforce accommodation facilities to secure rooms for operational Project workers that does not affect availability for visitors, contractors and seasonal workers including avoiding peak visitor periods, e.g. events. - Providing proactive notice to short-term accommodation providers regarding construction timing, workforce estimates and accommodation requirements. - Ongoing consultation with local short-term accommodation providers in Cecil Plains, Millmerran and Dalby to monitor occupancy and manage Project demand. - Developing an approach for accommodating full-time operational workers including supplying new housing in Cecil Plains, Millmerran or Dalby.	Negligible L – Rare M – Minor
Local business and industry procurement – Western Downs LGA						

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
C/O	Increased economic activity for short-term accommodation providers	Short-term accommodation providers and local businesses in Dalby	Positive	Medium L – Possible M – Moderate	Develop a Workforce Housing and Accommodation Plan in consultation with key stakeholders (i.e., Council and accommodation providers) that includes measures to: - Explore opportunities to enter into agreements with short-term accommodation providers and/or existing or new workforce accommodation facilities to secure rooms for Project workers that does not affect availability for visitors, contractors and seasonal workers. - Providing proactive notice to short-term accommodation providers regarding construction, operation and maintenance timing, workforce estimates and accommodation requirements. - Ongoing consultation with local short-term accommodation providers in Cecil Plains, Millmerran and Dalby to monitor occupancy and manage Project demand.	High L – Likely M – Moderate
C/O	Increased economic activity for local businesses from discretionary project workforce spending	Local businesses in Dalby	Positive	Medium L – Possible M – Moderate	Develop a Workforce Management Plan that includes measures to support opportunities for construction workers to integrate with the community including through participating in local social events such as sporting events and clubs, and volunteering with community organisations.	High L – Likely M – Moderate
C/O	Increased local and regional supply opportunities contributing to revenue and business growth	Local and regional businesses First Nations-owned businesses	Positive	Medium L – Possible M – Moderate	Develop a Local Content Plan and First Nations Business Procurement Plan that includes measures to: - Embed local content and First Nations content procurement strategies into the Project's contracting model including hosting work package events - Maintain a local supplier register - Engage early with local and First Nations-owned businesses to inform them of upcoming procurement opportunities - Collaborate with Toowoomba Regional Council, Western Downs Regional Council, Millmerran Progress and Commerce Inc, Dalby Chamber of Commerce, TSBE and other renewable energy developers to develop and implement a capacity building and mentoring program for local businesses in Cecil Plains, Millmerran, Dalby and surrounds - Use standardised tendering processes and accreditation pathways - Implement small-to-medium-sized business-friendly payment terms.	High L – Almost certain M – Moderate
C/O	Increased opportunity for industry diversification	Local and regional businesses in Dalby and Western Downs LGA	Positive	Medium L – Possible M – Moderate	- Engage early with local and First Nations-owned businesses to inform them of upcoming procurement opportunities - Collaborate with Toowoomba Regional Council, Western Downs Regional Council, Millmerran Progress and Commerce Inc, Dalby Chamber of Commerce, TSBE and other renewable energy developers to develop and implement a capacity building and mentoring program for local businesses in Cecil Plains, Millmerran, Dalby and surrounds - Use standardised tendering processes and accreditation pathways - Implement small-to-medium-sized business-friendly payment terms.	High L – Almost certain M – Moderate
C	Reduced availability of labour and skills for local businesses due to increased competition	Local and regional businesses in Dalby and Western Downs LGA	Negative	Medium L – Possible M – Major	Develop a Local Employment and Training Strategy in collaboration with local trade/training organisations (such as Dalby TAFE and Trade Training Centre at Dalby State High School) that includes: - measures to promote employment and training opportunities in Dunmore, Cecil Plains and Millmerran district, and in the Toowoomba and Western Downs LGAs. - training pathways for young people and people who wish to reskill/retrain who live in Dunmore, Cecil Plains, Millmerran and Dalby.	Low L – Possible M – Minor
C/O	Decreased agricultural productivity from change in land use	Host landholders	Negative	High L – Almost certain M – Moderate	- Designed the Project in close collaboration with host landholders, including placing Project infrastructure away from cropping areas and farming infrastructure such as water access points. - Entered into agreements with host landholders, which include measures supporting co-existence of agricultural activities and renewable energy generation. - Develop and implement a Construction Environment Management Plan - Develop and implement an End of Construction Decommissioning Management Plan.	Low L – Unlikely M – Minor
C	Disruptions to agriculture operations, including additional cost incursions, from construction traffic generated delays and interruptions	Neighbouring landholders / Nearby farming operations	Negative	Very high L – Almost certain	Proactively engage with nearby farming and industrial agricultural operations to collaborate on appropriate mitigation measures for their operations, e.g. scheduling project	Medium L – Possible M – Major

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
		Industrial agricultural operations		M – Major	transportation to avoid livestock/machinery/commodities transportation times, wherever possible. - Transport construction workers via shuttle to the Project site from Dalby, Toowoomba and/or Brisbane to reduce construction traffic volumes. - Develop and implement a Traffic Management Plan and Road Use Management Plan that includes: - traffic controls and block out periods for construction traffic such as peak traffic periods - processes for providing advance notification to nearby farming and agricultural operations and the broader community regarding traffic movements and updates about unplanned traffic delays and interruptions. - Upgrade Cecil Plains Moonie Road including waterway crossings and widening the road, in accordance with infrastructure agreements with Toowoomba Regional Council and Western Downs Regional Council.	
C	Additional cost incursion to agriculture operations from additional biosecurity management burdens, livestock losses from predation	Neighbouring landholders / Nearby farming operations	Negative	High L – Possible M – Major	- Proactively engage with Toowoomba Regional Council and neighbouring landholders regarding biosecurity and wild dog management. - Implement biosecurity management measures in accordance with the Project's Construction Environment Management Plan and Biosecurity Plan, which include weed and pest management and wild dog management. - Develop and implement an End of Construction Decommissioning Management Plan that includes biosecurity and weed and pest management.	Medium L – Unlikely M – Major
C/O	Concerns about viability of agriculture operations due to potential contamination from construction materials, machinery fluids or waste products posing food safety and LPA compliance risks	Neighbouring landholders / Nearby farming operations Industrial agricultural operations	Negative	Medium L – Possible M – Moderate	- Collaborate with TRC, WDRC and peak bodies in the renewable energy and agriculture industries to investigate concerns around turbine noise impacts on livestock and share findings with neighbouring landholders and nearby feedlot operators. - Proactively engage with neighbouring landholders to collaborate on appropriate mitigation measures for their farming operations including communicating the general approach to managing contaminants on site including erosion and sedimentation, and waste management. - Develop and implement Rehabilitation Management Plan, Erosion and Sediment Control Plan, Stormwater Management Plan and Site Stabilisation Plan in accordance with conditions of approval. - Develop and implement an End of Construction Decommissioning Management Plan.	Low L – Possible M – Minor
Health and community wellbeing – Western Downs LGA						
C	Increased stress and anxiety due to project uncertainty and anticipated change to community identity and way of life	Neighbouring landholders Dunmore/Cattle Creek community	Negative	Very high L – Almost certain M – Major	Include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction phases: - Consistent and ongoing updates to the community about Project activities and potential disruptions, e.g. road closures, during construction. - A dedicated Community Liaison Officer during pre-construction and construction. - A shopfront in town where the community can access Project information and updates. The location will be determined in consultation with the Dunmore/Cattle Creek and Cecil Plains communities. - Project updates and notifications distributed via the community's preferred communication channels including but not limited to: via post and flyer inserts in mail outs (4407, 4364 and 4357 postcodes), email, text message, Facebook pages (Millmerran community, Cecil Plains community, Cecil Plains Crier and Cecil Plains Progress), community noticeboards in Cecil	Medium L – Possible M – Moderate

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
					Plains, Millmerran Community Support Service ENews, Millmerran Progress and Commerce Inc newsletter. • A Complaints and Enquiries Handling Process. • Measures to proactively engage with neighbouring landholders and the wider Dunmore/Cattle Creek community to: – understand and address concerns. – collaborate on appropriate mitigation measures for potential impacts on neighbouring landholder's properties, farming and industrial agricultural operations. – collaborate on opportunities to provide benefits to the community • Participating in the Cecil Plains Community Reference Groups to be established by Toowoomba Regional Council. • Explore opportunities to collaborate with other renewable energy developers on community benefit opportunities. Develop and implement a Health and Community Wellbeing Plan that will include: • A Neighbour Benefit Program, developed in consultation with neighbouring landholders. • Support for developing a community plan for the Cecil Plains district (includes Dunmore/Cattle Creek community) in collaboration with Toowoomba Regional Council. • Support through sponsorships and donations for local community organisations and local-led initiatives such as environmental and agricultural productivity projects and events. • Develop and implement an End of Construction Decommissioning Management Plan and End of Operation Decommissioning Plan to support ongoing farming operations on the Project site.	
C	Increased consultation fatigue in the community as a result of multiple projects being proposed and commencing construction	Dunmore/Cattle Creek community	Negative	Very high L – Almost certain M – Major	Take a strategic approach to engagement and include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction phases: • Employ a dedicated Community Liaison Officer during pre-construction and construction. • Provide project updates at the monthly Millmerran Progress and Commerce Inc meetings. • Distribute regular Project newsletters during the project development and pre-construction phases. • Provide consistent and ongoing updates to the community about Project activities and potential disruptions, e.g. road closures, during construction. • Establish a shopfront in town where the community can access Project information and updates. The location will be determined in consultation with the Dunmore/Cattle Creek and Cecil Plains communities. • Participate in the Millmerran and Cecil Plains Community Reference Groups to be established by Toowoomba Regional Council. • Coordinate and collaborate with other renewable energy developers on community consultation activities.	High L – Likely M - Major
O	Increased resident population	Dalby community	Positive	High L – Likely M – Moderate	• Develop and implement a Live Local policy that encourages operational workers to relocate to Cecil Plains, Millmerran or Dalby. The policy may include: – incentives for relocating such as one-off payments to cover relocation expenses, rental subsidies over 2 or 3 years, and/or one-off payment towards housing deposit – support for and referrals to settlement programs run by local organisations	High L – Almost certain M – Moderate

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
					– provision of information about the local area, housing, education, recreation and services – additional incentives for families to relocate such as allowances for childcare and/or school expenses. • Work with Toowoomba Regional Council and Western Downs Regional Council to understand the local housing context and work in partnership to address housing needs.	
C	Increased traffic disruption (i.e., inconveniences, connectivity, accessibility, travel time) and road safety risks (i.e., accidents) and road condition deterioration	Road users Dunmore/Cattle Creek community Industrial agriculture operations	Negative	Very high L – Almost certain M – Major	• Workers to be shuttled to Project site potentially from Dalby / Toowoomba / Brisbane. • Construction workers will be accommodated at the on-site camp. • Upgrade and maintain roads in accordance with infrastructure agreements with Toowoomba Regional Council, Western Downs Regional Council and Department of Transport and Main Roads. • Enter into a road infrastructure agreement with WDRC and agree on maintenance and upgrades required for local council road infrastructure, which may extend beyond the Cecil Plains Moonie Road. • Develop and implement Traffic Management Plan and Road Use Management Plan that includes: – traffic control and block out periods such as peak traffic periods, school bus pick up and drop off times – OSOM transportation to occur in off-peak periods, e.g. through the night – processes for providing advance notification to the community and agricultural operations regarding traffic movements, planned upgrades and maintenance activities – processes for providing updates about unplanned traffic delays and interruptions.	High L – Possible M – Major
C	Reduced health and emergency services capacity and access for the community	Dunmore/Cattle Creek community Emergency services in Dalby	Negative	High L – Possible M – Major	• Develop and implement a Workforce Management Plan that includes the following measures: – Accommodating the construction workers at the on-site camp – Provide medical services for the construction workforce including access to telehealth, registered nurse practitioner and mental health support – Private emergency services provider to be available to respond to emergencies on-site – First Aid Certification required for certain roles. • Develop and implement in collaboration with emergency service providers a Safety and Emergency Management Plan that includes: – advance notification about project schedule, workforce numbers to support resourcing – details of a key point of contact and access to keys in case of emergencies – protocols for a company representative to meet emergency services at the site boundary and for confirming site is safe for emergency services to go on site if there are active energy/live wires – install signs/clearly label roads and structures to assist emergency services navigating the site – provide full site induction to emergency services – schedule to test the plan in coordination with the Local Disaster Management Groups from Toowoomba Regional Council and Western Downs Regional Council. • Provide letters of support for additional QPS resources in Millmerran/Cecil Plains. • Collaborate with other renewable energy developers to sponsor a locum GP in Cecil Plains • Explore opportunities to provide health services and support to the community.	Medium L – Unlikely M – Moderate

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
C	Perceived decrease in community safety as a result of non-resident workers engaging in disruptive and disorderly behaviour such as theft, off-site driving on farm roads, alcohol-related issues and trespass	Neighbouring landholders Dunmore/Cattle Creek community	Negative	Medium L – Possible M – Moderate	- Develop and implement a Bushfire Management Plan in consultation with Dunmore RFS. - Implement recommendations from Natural Hazard Risk Assessment. - Provide catering services, recreational facilities, health and safety services that support mental health, BIBO services, etc, at the on-site camp. - Develop and implement a Workforce Management Plan that includes: - A recruitment hierarchy that prioritises recruiting workers who live in (1) Dunmore, Cecil Plains and Millmerran district, (2) Dalby, Pittsworth and Tara districts, (3) other communities in the Toowoomba and Western Downs LGAs. - A mandatory, strict Code of Conduct that applies to all workers at work, at the camp, in transit, and in public places. A zero-tolerance policy for contravening the Code of Conduct. - Mandatory alcohol and drug testing. - Opportunities for workers to integrate with the Cecil Plains community through social events, e.g. sport, community events, and volunteering. - Include the following measures in the Community and Stakeholder Engagement Plan: - Procedures for receiving and addressing community complaints and grievances - Communicating workforce behaviour standards and expectations, and penalties for non-compliance.	Low L – Unlikely M – Minor
C/O	Diversification of income	Host landholders	Positive	High L – Almost certain M – Moderate	Enter into host landholder agreements.	High L – Almost certain M – Moderate
C	Potential to devalue land	Neighbouring landholders	Negative	Medium L – Possible M – Moderate	- Provide outcomes of land value impact assessment. - Include the following measures in the Community and stakeholder engagement plan for pre-construction and construction phases to proactively engage with neighbours to: - understand and address concerns, share project information and provide project updates via preferred communication channels - collaborate on appropriate mitigation measures for their operations - collaborate on opportunities to provide benefits to the community. - Develop and implement Neighbour benefits agreements.	Low L – Unlikely M – Minor
C	Decreased groundwater supply, pressure and quality for farming and domestic use	Neighbouring landholders	Negative	- Medium - L – Possible - M – Moderate	- If groundwater will be used, relevant approvals, e.g. water licence, to be obtained under the Condamine and Balonne Resource Operations Plan - Water only to be taken during construction - Investigate opportunities to source water from supplies that does not affect neighbouring landholders' access to groundwater - Develop and implement Construction Environment Management Plan including measures to manage potential contamination - Develop and implement Erosion and Sediment Control Plan	Low L – Possible M – Minor
D	Perceived burden on landholders to manage legacy infrastructure and environmental impacts	Host landholders Neighbouring landholders	Negative	Medium L – Possible M – Moderate	- Host landholder agreements include measures for: - supporting co-existence of agricultural activities and renewable energy generation - decommissioning infrastructure at the end of construction and operations.	Low L – Unlikely M – Minor

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
					- Develop and implement an End of Construction Decommissioning Management Plan and End of Operation Decommissioning Plan. - Ongoing engagement with community and stakeholders including provision of decommissioning information prior to Project reaching end of operational life.	
C/O	Loss of or decline in cultural heritage value contributed by disruptions to sites and landscapes of cultural heritage significance	Bigambul People	Negative	Medium L – Possible M – Moderate	Develop and implement cultural heritage management protocols in collaboration with the Bigambul People.	Low L – Possible M – Minor
C	Increased disruptions to surrounding amenity (noise and vibration, dust, light)	Host landholders Neighbouring landholders Dunmore/Cattle Creek community	Negative	High L – Almost certain M – Moderate	- Develop and implement Construction Environment Management Plan including measures to manage potential noise and vibration, dust and lighting impacts. - Locate and design the camp to minimise noise and lighting impacts on neighbours. - Implement procedures for receiving and addressing community complaints and grievances.	Low L – Unlikely M – Minor
O	Increased noise disturbance to surrounding amenity from operational wind turbines	Host landholders Neighbouring landholders Dunmore/Cattle Creek community	Negative	High L – Almost certain M – Moderate	- Develop and operate the wind farm in accordance with development approval conditions including conditions relating to compliance with noise criteria such as undertaking noise monitoring in the first 12 months of operation. - Develop and implement an Operational Regime/Strategy and Noise Monitoring Plan including reporting against noise criteria in State Code 23 and the conditions of approval.	Low L – Unlikely M – Minor
C/O	Loss of or decline in visual landscape amenity	Host landholders Neighbouring landholders Dunmore/Cattle Creek community Communities in the viewshed of the Project site	Negative	High L – Almost certain M – Moderate	- Implement mitigations recommended in the Landscape and Visual Amenity Impact Assessment. - Provide artists impressions to neighbouring landholders and the Dunmore/Cattle Creek community. - Develop and implement Neighbour Benefit Program.	High L – Almost certain M – Moderate
C	Increased bushfire risk that could affect neighbouring properties	Host landholders Neighbouring landholders Dunmore RFS Dunmore/Cattle Creek community	Negative	High L – Likely M – Moderate	- Implement recommendations from the Bushfire Hazard Assessment including: - Implementing Asset Protection Zones (APZs) to create a physical fuel break - Utilising low flammability materials, and locating renewable energy facilities within low risk environments, including: - Grassland - No continuous other vegetation types within 1-20km of the site - Generally flat topography, though some undulation may be present - Slopes of less than five degrees - No Bushfire Management Overlay applies. - Ensuring good road access to and throughout the site requiring all-weather construction, through-roads only, and a minimum of two access points provided to BESS infrastructure - Ensuring 45,000L water supplies at the entrances to the wind farm facilities, and an additional 288,000L for the BESS - Designing the project such that all infrastructure is located an appropriate distance apart, are provided with an auto-shutdown and capacity for isolation from power supply, and all guy wires and monitoring towers are clearly marked - Fire detection and suppression systems implemented for the BESS.	Medium L – Possible M – Moderate

Project phase	Impact	Stakeholder group	Positive / Negative impact	Pre-management significance	Proposed management measures	Post-management significance
					- Develop and implement a Bushfire Management Plan in consultation with Dunmore RFS and QPWS. Share the plan with landholders in the Dunmore/Cattle Creek community, Cecil Plains SES and Cecil Plains community. - Develop and implement in collaboration with emergency services providers an Safety and Emergency Management Plan that includes: - advance notification about project schedule, workforce numbers to support resourcing - details of a key point of contact and access to keys in case of emergencies - protocols for a company representative to meet emergency services at the site boundary and for confirming site is safe for emergency services to go on site if there are active energy/live wires - install signs/clearly label roads and structures to assist emergency services navigating the site - provide full site induction to emergency services. - schedule to test the plan in coordination with the Local Disaster Management Groups from Toowoomba Regional Council and Western Downs Regional Council.	
C/O	Loss of or decline in ecological aspects valued by community	Neighbouring landholders Local environmental groups	Negative	High L – Likely M – Moderate	- Design the project to avoid, minimise, manage and offset environmental impacts. - Implement relevant management measures identified in environmental assessments (i.e., Ecological Assessment, Progressive Rehabilitation Plan, and Erosion and Sediment Control Plans) and subsequent management plans to be developed (Bushfire Management Plan, Biodiversity Management Plan, Vegetation and Fauna Management Plan). - Implement the project in accordance with State and Federal environmental approval conditions including delivering biodiversity offsets in accordance with EPBC Act approval. - Collaborate with neighbouring landholders and local natural resource management groups on local ecological conservation initiatives and programs.	Medium L – Possible M – Moderate
C	Decreased telecommunication coverage and connectivity from additional project demand	Host landholders Neighbouring landholders Dunmore/Cattle Creek community	Negative	High L – Almost certain M – Moderate	Install satellite telecommunications service, e.g. Starlink, on-site	Low L – Possible M – Minor
C	Increased demand on (Council-owned) essential infrastructure (e.g., solid waste, wastewater and sewage)	Western Downs Regional Council	Negative	Medium L – Possible M – Moderate	- Investigate options for camp to be self-sufficient including: - carting potable water from a commercial provider (avoid using Council water supply) - on-site wastewater management in accordance with Construction environment management plan - solid waste management in accordance with Waste management plan (commercial provider or on-site management). - If required, enter into infrastructure agreements with Councils.	Low L – Unlikely M – Minor



Appendix E

Quarries in Toowoomba and Western Downs LGA



Reference	Permit type	Permit holder(s)
BRID0001	Prescribed ERA	WAGNERS QUARRIES PTY. LTD.
BRID0004	Prescribed ERA	Western Downs Regional Council
EA0000804	Prescribed ERA	Robyn Verney
EA0000822	Prescribed ERA	Toowoomba Regional Council
EA0001103	Prescribed ERA	YARRANLEA SOLAR PTY LTD
EA0001456	Prescribed ERA	Andrew Tierney
EA0001522	Prescribed ERA	SJ Drury
EA0002325	Prescribed ERA	PEARLJANEY PTY LTD
EA0002412	Prescribed ERA	BEXA PTY. LTD.
EA0002413	Prescribed ERA	BEXA PTY. LTD.
EA0002725	Prescribed ERA	Mort & Co Lot Feeders Pty Ltd
EA0002900	Prescribed ERA	John Smith
EPPR00209113	Prescribed ERA	BOLZAN PTY. LTD.
EPPR00227913	Prescribed ERA	ARROW ENERGY PTY LTD
EPPR00228013	Prescribed ERA	MCKINLAYS WESTERN CREEK SAND PTY LTD
EPPR00345113	Prescribed ERA	HEIDELBERG MATERIALS AUSTRALIA PTY LTD
EPPR00415913	Prescribed ERA	Balonne Shire Council
EPPR00417013	Prescribed ERA	Tipalea Partners Rural Pty Ltd
EPPR00443813	Prescribed ERA	Quarry Products Pty. Ltd.
EPPR00509013	Prescribed ERA	PEARLJANEY PTY LTD
EPPR00547013	Prescribed ERA	HOLCIM (AUSTRALIA) PTY LTD
EPPR00713913	Prescribed ERA	WAGNERS QUARRIES PTY. LTD.
EPPR00714113	Prescribed ERA	BORAL RESOURCES (QLD) PTY. LIMITED
EPPR00743813	Prescribed ERA	RSA CONSTRUCTION MATERIALS PTY LTD
EPPR00847213	Prescribed ERA	ISON HAULAGE PTY LTD
EPPR00865113	Prescribed ERA	Toowoomba Regional Council
EPPR00877613	Prescribed ERA	Western Downs Regional Council
EPPR00902313	Prescribed ERA	Harley David Nixon
EPPR00905313	Prescribed ERA	Western Downs Regional Council
EPPR00951213	Prescribed ERA	PEARLJANEY PTY LTD
EPPR00965013	Prescribed ERA	UPSCALE GRAVEL PTY LTD
EPPR01075613	Prescribed ERA	CORBET QUARRIES AND CONCRETE PTY LTD
EPPR01351313	Prescribed ERA	PEARLJANEY PTY LTD
EPPR01431613	Prescribed ERA	Thercalben Pty Ltd
EPPR01433113	Prescribed ERA	Cameron Webster



Reference	Permit type	Permit holder(s)
EPPR01751413	Prescribed ERA	Juandah Quarry Pty Ltd
EPPR01817514	Prescribed ERA	Wandoan Hard Rock Quarry Pty Ltd
EPPR02705314	Prescribed ERA	Henry Sand & Gravel Pty Ltd
EPPR02787415	Prescribed ERA	ISON HAULAGE PTY LTD
EPPR03467515	Prescribed ERA	WE KANDO PTY. LTD.
P-EA-100319822	Prescribed ERA	CHINCHILLA LOAM & GRAVEL PTY LTD
P-EA-100376616	Prescribed ERA	BRINGALILY QUARRY CO PTY LTD
P-EA-100413750	Prescribed ERA	Tierney Crushing and Transport Pty Ltd
P-EA-100415265	Prescribed ERA	Rodney Stower
P-EA-100426207	Prescribed ERA	CULLETON CONTRACTING PTY LTD
P-EA-100442083	Prescribed ERA	WESTMINE PTY LTD
P-EA-100689851	Prescribed ERA	KINGAROY QUARRY SUPPLIES PTY LTD
P-EA-100849492	Prescribed ERA	UPSCALE GRAVEL PTY LTD



Attexó

T.C. Beirne Building
Level 4, 315 Brunswick Street
Fortitude Valley QLD 4006

www.attexo.com.au