Workforce accommodation and infrastructure report

Theodore Wind Farm

Prepared for: RWE Renewables Australia Pty Ltd

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Overview

Theodore Energy Development Pty Ltd (TED) is a wholly owned subsidiary of RWE Renewables Europe & Australia (RWE). TED proposes to develop, construct and operate the Theodore Wind Farm on land located approximately 22 km east of Theodore in the Banana Shire Council Local Government Area.

In September 2024, RWE submitted the development application for the Theodore Wind Farm to the State Assessment and Referral Agency (SARA). The Deputy Premier and Minister for Planning issued a direction notice on 16 January 2025 to pause the assessment of the application. Since that time, State Code 23 has been updated and now includes further requirements relating to workforce accommodation and infrastructure impacts.

This report presents a summary of preferred workforce accommodation options based on the Socio-economic impact analysis report submitted to the State Assessment and Referral Agency (SARA), and an analysis of infrastructure and service demands generated through the construction phase of the Project. This Report also assesses the potential impacts of the operational phase.

This Report demonstrates compliance with the updated State Code 23 (v3.2) and Performance Outcome (PO) 16 and 17 – *On-site and off-site workforce accommodation associated with the construction of the wind farm, does not result in adverse impacts on surrounding communities and townships, such as overburdening services and community facilities*, and PO23 – *The impacts of the development on infrastructure and services including social infrastructure, communications networks and essential infrastructure are identified, and measures to manage, mitigate and remediate any impacts are undertaken*.

Key findings

The Project will have about a 35-year operational life, employing between 15-50 permanent workers. Construction is anticipated to commence in 2026, taking approximately 18 months to complete. Construction will require between 300-500 workers.

RWE's workforce accommodation strategy for the construction phase comprises using:

- An on-site camp with around 400 beds to accommodate most of the construction workforce. The camp will be largely self-sufficient incorporating its own temporary infrastructure and services.
- Short-term accommodation, such as hotels, motels and other existing camps, located within a safe travel distance to the Project area (i.e., less than an hour drive) to accommodate a small proportion of the construction workforce. Visiting RWE employees, contractors not associated with the main construction workforce, and workforce overflow during peak construction periods would stay at local short-term accommodation.

The on-site camp will be temporary for construction only and will be designed to be largely self-sufficient and will not require connections to Council infrastructure such as water supply or wastewater treatment. Health and safety provisions including medical services will also be made available for workers at the on-site camp. Workers will be transported by shuttle bus between airports and the Project site.

Construction of the Project will need access to infrastructure, services and material including:

- local roads
- potable and non-potable water
- waste management including sewage treatment
- base materials for constructing access tracks, turbine foundations, etc
- communications – investigating opportunities
- electricity.

Potential impacts associated with workforce accommodation

Using an on-site camp ensures that potential adverse social impacts associated with a large influx of FIFO/DIDO workers staying in Theodore and nearby towns will be avoided. Potential positive social impacts will be realised through a small proportion of the construction workforce staying in town at short-term accommodation. Workers staying in town will contribute to the local economy and support community cohesion.

Potential workforce demands on social infrastructure and services will be minimised through providing health and medical care on-site. A private emergency services contractor will also be engaged to ensure that any emergencies that occur on-site will minimise local emergency services capacity away from the community.

The Project will not impact on the local housing market, as workers who do not already reside in Theodore or nearby towns will stay at short-term accommodation while on shift. The Project will not create additional demand for rental housing or houses for sale.

RWE supports BSC's Major Projects Housing Demand & Levy Policy and has committed to provide permanent accommodation in a town near to the Project. These houses would be delivered during the operational phase of the Project, increasing housing availability in the local area.

Potential impacts on infrastructure

The Project's potential impacts on infrastructure include increase demand in water, materials and landfill capacity, reducing the community's access to health and emergency services, and reducing road safety. There is also an opportunity to improve communication services locally.

RWE's workforce accommodation strategy and the associated services to be provided at the on-site camp for construction workers will mitigate the potential adverse impacts on the community. The on-site camp is to be self-sufficient, ensuring construction and operation of the camp does not create additional demand for local community services and infrastructure.

Further, RWE's principal contractors will develop local procurement plans that will prioritise source materials for the Project locally. These plans will carefully consider the capacity and capability of local suppliers to minimise disruptions to existing supply chains. To inform the plan, RWE will undertake a study to quantify the availability of materials required for the Project and in consultation with Council and other key stakeholders to determine the potential impact on Council services and the community. The objective of the study is to ensure that the Project does not result in a significant impact on infrastructure, services and availability of materials for the local community.

RWE has commenced negotiations with BSC to develop an MOU and infrastructure agreement for the Project, which will address potential impacts on Council-owned infrastructure. RWE will also consult with other infrastructure providers regarding the Project's needs, as relevant.

Conclusion

RWE's workforce accommodation strategy, proposed management measures and commitments to the community:

- ensure that using the on-site camp does not result in adverse impacts on surrounding communities and townships, such as overburdening services and community facilities (PO16)
- ensure that using off-site accommodation (short-term accommodation) does not result in adverse impacts on surrounding communities and townships, such as overburdening services, housing supply and community facilities (PO17).

RWE's approach to delivering the Project ensures that the Project's potential impacts on infrastructure and services including social infrastructure, communications networks and essential infrastructure are identified, and measures to manage, mitigate and remediate any impacts are undertaken:

- Prior to commencement of any development, or
- Prior to additional demand being placed on infrastructure and services.

1. Introduction

1.1 Background

Theodore Energy Development Pty Ltd (TED), a wholly owned subsidiary of RWE Renewables Europe & Australia (RWE) proposes to develop and construct the Theodore Wind Farm in Central Queensland about 22 km east of Theodore, a rural town on the Dawson River. The Project is approximately 46,830 ha in size, consisting of nine lots on three private properties. The total development footprint has a maximum area of approximately 1,900 ha, which is about 4% of the Project area.

In September 2024, RWE submitted the development application for the Theodore Wind Farm to the State Assessment and Referral Agency (SARA). The Deputy Premier and Minister for Planning issued a direction notice on 16 January 2025 to pause the assessment of the application. Since that time, State Code 23 has been updated and now includes further requirements relating to workforce accommodation impacts and infrastructure.

1.2 Purpose and scope of the report

The purpose of this report is to demonstrate that RWE has met the requirements of the updated State Code 23 (v3.2), specifically Performance Outcome (PO) 16, 17, and 23.

While the POs are particularly concerned with potential impacts during the construction phase of the Project, this assessment has also considered the potential impacts during the operational phase.

In accordance with the Planning guideline for State code 23: Wind farm development, all wind farm applications need to be accompanied by a Workforce Accommodation and Infrastructure Report.

This report presents a summary of preferred workforce accommodation options based on the existing report submitted to SARA, and an analysis of infrastructure and service demands generated through the construction phase of the Project.

1.3 Structure of the report

This report outlines the following:

- Section **2** – Methodology
- Section **3** – Project description
- Section **4** – Regulatory framework
- Section **5** – Social baseline
- Section **6** – Stakeholder engagement
- Section **7** – Impact assessment and mitigation
- Section **9** – Conclusion
- Section **10** – References.

This report addresses the relevant information outlined in the State Code 23 Planning Guideline that is required to demonstrate compliance with PO16, PO17 and PO23. Table 1.1 outlines the location within the report where each item is addressed.

Table 1.1: PO16, PO17 and PO23 information requirements cross-references

Report section	Relevant aspects of State Code 23 POs	
	PO16 and PO17	**PO23**
Section **2** – Methodology	• Methodology and workforce accommodation options considered	-
Section **3** – Project description	• Expected construction period for the wind farm • Expected number and profile of workforce for construction and operational phases • Details of proposed workforce accommodation strategy	Infrastructure, materials and services required during construction
Section **5** – Social baseline	-	Identify existing capacity of essential infrastructure, social infrastructure, materials and services
Section **6** – Stakeholder engagement	• Details of consultation and/or agreements with local government regarding workforce accommodation strategy	• Provide details of any agreements and/or engagement with infrastructure providers, service providers and local government
Section **7** – Impact assessment and mitigation	• Assessment of positive and negative implications of using and/or supplementing accommodation options in existing townships/communities • Demonstrate how the proposed workforce strategy complies with PO16 and/or PO17.	• Determine where proposed construction workforce would adversely impact on social infrastructure and services • Recommend measures and strategies to respond to identified impacts on social infrastructure and services.

2. Methodology

This report builds on the Accommodation Options Report (2024a) and Socio-Economic Impact Analysis (2024b) prepared for the Project's development application under the *Planning Act 2016*.

The methodology for preparing this report involved the following steps:

2.1 Workforce accommodation strategy assessment

The assessment of potential social impacts of the workforce accommodation strategy involved the following steps:

1. reviewed and revised the existing Construction Workforce Accommodation Options Report
2. detailed the proposed workforce accommodation strategy, including proposed on-site and/or off-site accommodation
3. detailed consultation and/or agreements with Banana Shire Council regarding the proposed strategy
4. workforce accommodation options considered
5. assessment of positive and negative implications of using and/or supplementing accommodation options in existing townships/communities
6. analysis of local and regional labour markets and an assessment of opportunities for local workers
7. explore the implications of all, or part, of the workers accommodation being in exiting townships and addressed:
    a. the availability of existing accommodation options
    b. implications of commuting on local roads and implications of commuting distances and times from a workplace health and safety perspective.

2.2 Infrastructure assessment

The assessment of potential social impacts of the Project's construction on essential and social infrastructure involved the following steps:

1. identified essential and social infrastructure required to be utilised
2. identified availability and capacity of materials and services required during construction and where mitigation and remediation measures are required
3. identified social infrastructure and services likely to be required to support the construction workforce
4. documented the existing capacity of relevant social infrastructure and services in potentially affected towns and nearby communities
5. determined areas where the proposed construction workforce would adversely impact on existing social infrastructure and services
6. recommend measures and remediation strategies to respond to identified impacts on social infrastructure and services to achieve compliance with PO23
7. provide details of any agreements and/or engagement with any infrastructure providers, service providers and local governments that are relevant to demonstrating compliance with PO23.

In addition, the Workforce Accommodation and Infrastructure Report has drawn on guidance set out in the Queensland Government 'Social Impact Assessment Guideline' (March 2018) and 'Supplementary material for assessing and managing the social impacts of projects under the Coordinator-General's Social Impact Assessment Guideline' (28 November 2023).

3. Project description

The Theodore Wind Farm site is located in Central Queensland about 22 km east of Theodore and 50 km south-west of Biloela and 150 km south-west of Gladstone in the Banana Shire Council (BSC) local government area (LGA), as shown in Figure 3.1.

The Project Area is comprised of nine lots on three properties, covering approximately 46,830 ha. RWE has signed agreements with all the Project landowners. Cattle grazing is the dominant land use in the Project Area, with largely cleared areas associated with lower slopes dominating the landscape.

The road network near the site incorporates various local and state sealed and unsealed roads including Defence Road, Crowsdale-Camboon Road, and the Leichardt Highway. Access points will be created to facilitate entry into the site for construction and operation purposes and will stem from public roads. Additional infrastructure on the site and in the surrounding regions includes farm residences and agricultural infrastructure, dirt tracks, fencing, outbuildings, dams, private roads and sheds.

The Project lies adjacent to and within the locality (10 km) of several state forests including Belmont State Forest to the east, Montour State Forest to the north and Trevethan State Forest to the south.

Key Project details include:

- **Wind Turbines –** up to 170 Wind Turbine Generators (WTGs) with a tip height of up to 270 m and a rotor diameter of up to 175 m.
- **Wind Monitoring –** temporary or permanent wind monitoring towers to be determined with Light Detection and Ranging (LiDARs) on site and met masts installed.
- **Ancillary Infrastructure** – including, but not limited to, access tracks, substations, overhead and underground electrical cabling, hardstands, and an operation and maintenance compound.
- **Battery Storage –** to co-locate with on-site substations.

The Project will have an operational lifespan of about 35 years. Construction is anticipated to commence in 2026 with operation commencing in 2027.

Isaac Regional LGA
Livingstone Shire LGA
Rockhampton Regional LGA
Rockhampton
Blackwater
Mount Morgan
Woorabinda Aboriginal Shire LGA
Gladstone Regional LGA
Calliope
Woorabinda
Central Highlands Regional LGA
Miriam Vale
Biloela
Rolleston
Moura
Theodore
Monto
Bundaberg
Bundaberg Regional LGA
North Burnett Regional LGA
Banana Shire LGA
Eidsvold
Fraser Coast Regional LGA
Maryborough
Gayndah
Taroom
Maranoa Regional LGA
Injune
Western Downs Regional LGA
South Burnett Regional LGA
Gympie Regional LGA

- Cities and Towns
- Project Area
- Primary Area of Influence
- Secondary Area of Influence
- Local Government Area

THEODORE WIND FARM
Project Area of Influence

Figure 2.1

N
0 km 50
GDA2020 MGA Zone 56

Attexo

REVIEWED: SS | **DRAWN:** JT | **SCALE (A3):** 1:1,500,000 | **DATE:** 25/03/2025 | **DWG No:** RWE-003-001[A]

3.1 Workforce profile

3.1.1 Construction

Construction is anticipated to commence in 2026 and take approximately 18 months to complete. It will require between 300-500 workers. The construction workforce requires the following skills and expertise:

- project managers
- civil engineers
- electrical engineers
- mechanical engineers
- medium voltage and high voltage electricians
- linesmen
- construction workers
- heavy equipment operators
- technicians
- safety experts
- environmental experts
- logistics and supply chain managers
- surveyors
- quality control inspectors
- welders
- cranage
- local support staff.

The project is designed to create sustainable local employment opportunities while supporting the growth of Queensland's renewable energy workforce. We are committed to hiring locally, upskilling workers, and fostering diversity in alignment with the Australian Skills Guarantee (ASG) and broader workforce development initiatives.

RWE commits to encourage local employment through developing and implementing local procurement plans with a focus on:

- Supplier Development:
  - Training workshops to help local businesses in Central Queensland to meet industry standards and tender for future renewable energy projects.
- Regional Economic Development:
  - Prioritising procurement from regional businesses in Central Queensland, ensuring economic benefits flow to local communities.
  - Engaging with small-to-medium enterprises (SMEs) in Central Queensland to integrate them into the supply chain.
- Collaborative Industry Partnerships:
- RWE is an active member of the Clean Energy Council, Clean Energy Investor Group, Queensland Renewable Energy Council, and the German-Australian Chamber of Commerce. Our involvement in these associations is driven by a desire to build strong networks across the entire supply chain and to collaborate with a broad range of organisations in advancing local workforce development.

3.1.2 Operation

Operation is anticipated to commence in 2027 and last about 35 years. It will require between 15-50 permanent workers.

The wind farm will require regular maintenance throughout its operational life. This will include, but is not limited to, the following ongoing tasks:

- inspecting and repairing blades
- monitoring electrical systems
- ensuring proper lubrication of components
- inspecting tower structure for wear or corrosion
- managing the braking system.

The operational workforce will also be responsible for ongoing monitoring of, amongst other things, the overall safety of the site, regular data analysis and software updates for efficient operation.

3.2 Workforce accommodation strategy

3.2.1 Construction

RWE proposes to use an on-site workforce accommodation facility (camp) and local short-term accommodation for the construction workforce. RWE engaged with the community and BSC regarding construction workforce accommodation, and the preferred solution is an on-site camp to minimise impact on the community and local infrastructure. BSC has provided a letter of support for the Project (Appendix A) and RWE is currently negotiating a memorandum of understanding (MOU) with BSC for the Project that covers workforce accommodation.

The on-site camp will be temporary for construction only and will have around 400 beds. The camp will be designed to be largely self-sufficient incorporating its own:

- Water supply
- Wastewater treatment
- Electricity
- Communications including Wi-Fi access
- Catering services
- Recreational facilities
- Health and safety provisions including medical services
- Transport shuttle services.

Short-term accommodation, such as hotels, motels, and other existing camps, located within a safe travel distance to the Project Area (i.e., less than an hour drive) will be used to accommodate a small proportion of the construction workforce. The intent is that visiting RWE employees, contractors not associated with the main construction workforce, and workforce overflow during peak construction periods would stay at local short-term accommodation. RWE is in discussions with the owners of the Banana Accommodation Village about using their facility to accommodate workers during construction.

3.2.2 Operation

It is expected that a proportion of the operational workforce will reside locally. RWE strongly encourages locally based workforce during operational phase. It is acknowledged some operational workers may be employed on a fly-in, fly-out (FIFO) or drive-in, drive-out (DIDO) arrangement. FIFO/DIDO workers are likely to be employed to undertake maintenance, which is typically short-term. FIFO/DIDO workers will stay at short-term accommodation at towns within a safe driving distance to Project Area.

RWE is exploring housing options in townships within an hour's drive to the Project Area to accommodate the operation workforce.

RWE has committed to working with BSC to assess housing needs in Theodore or other local towns for the operational phase. RWE is currently negotiating an MOU with BSC that will address several matters including housing.

3.3 Infrastructure requirements

RWE is developing local procurement plans that will prioritise sourcing materials and services locally. These plans will carefully consider the capacity and capability of local suppliers to minimise disruptions to existing supply chains and other users of materials.

The Project needs to use the following infrastructure, services and materials for construction:

- local roads

- potable and non-potable water
- waste management including sewage treatment
- base materials for constructing access tracks, turbine foundations, etc
- communications – investigating opportunities
- electricity.

4. Regulatory Framework

4.1 Planning Act 2016

On 3 February 2025, the State Government amended the Planning Regulation 2017 requiring all wind farm development applications submitted against State Code 23 to be impact assessable. State Code 23 was also amended with additional performance outcomes to be addressed relating to social impact assessment, community and Local Government consultation, impacts to community infrastructure, impacts to agricultural land and decommissioning as follows:

- new PO17 requires applicants to demonstrate how they will manage off-site workforce accommodation impacts to surrounding communities and townships (this is in addition to PO16 which requires assessment of an on-site workforce accommodation). A Workforce Accommodation and Infrastructure Report is required regardless of the proposed workforce accommodation solution (off or on site).
- new PO23 requires applicants to demonstrate the proposed development can manage, mitigate and remediate impacts on infrastructure and services, including social infrastructure, communications networks and essential infrastructure. The response to PO23 would be captured in the Workforce Accommodation and Infrastructure Report.
- new PO26 requires applicants to demonstrate that the proposal avoids adverse impacts on communities. A Community Engagement Report is required to address the requirements of PO26.

The DA for the Project was properly made (subject to SARA confirmation) in September 2024. State Code 23 (v3.1) applied to the properly made application. The Deputy Premier and Minister for Planning issued a direction notice on 16 January 2025 to pause the assessment of the application. State Code 23 was shortly thereafter updated.

This Workforce Accommodation and Infrastructure Report has been prepared to address PO16, PO17 and PO23 of the new State Code 23 (v3.2).

On 1 May 2025, the Queensland Government announced additional reforms to the Planning Act through the introduction of the Planning (Social Impact and Community Benefit) and Other Legislation Amendment Bill 2025. From June 2025, all wind farm development applications must include a social impact assessment prepared in line with the draft Social Impact Assessment Guideline (May 2025) and a community benefit agreement endorsed by the relevant local government.

4.2 Banana Shire Planning Scheme 2021

The Banana Shire Planning Scheme 2021 (the 'Planning Scheme') establishes the land use and development priorities for the Banana Shire Local Government Area (LGA) for the period of 2021 to 2026. The Planning Scheme has identified the following goals to ensure that development within the region is appropriate:

- a fair, orderly, and sustainable pattern of development
- a strong sense of community identity
- a viable, complex, and diverse economy
- the enhancement of infrastructure to meet the needs of the community
- the preservation of economic and environmental values in rural areas
- the protection of the natural environment, and the mitigation of both natural and human-made hazards.

The Banana Shire Council ('Council') has made commitments to meet the above goals through the development of strategic direction plans, as well as the creation of objectives and strategies which identify the key steps and resources required to achieve the vision.

Consideration of the Planning Scheme requirements will be given through the assessment process for the Project and addressed in the DA.

While Council is not the Assessment Manager for the Project, they have an important role to play for the Project for the following reasons:

- supports the economic, social and environmental wellbeing of its community
- remains a key stakeholder in RWE's Community and Stakeholder Engagement Plan (CSEP)
- will be consulted as part of the DA process directly by Department of State Development, Infrastructure, Local Government and Planning (DSDILGP)
- is 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.).

Under the Planning Scheme, on-site workforce accommodation for a renewable energy project is most commensurate with the 'Rural Workers' Accommodation' use, which is defined as:

The use of premises as accommodation, whether or not self-contained, for employees of a rural use, if:

(a) the premises, and the premises where the rural use is carried out, are owned by the same person, and

(b) the employees are not non-resident workers

Accordingly, the future development of on-site camp will need to consider the relevant provisions of the Planning Scheme, including the Development Design Code (Part 6 of the Planning Scheme).

4.3 Social Impact Assessment Guideline

The updated State Code 23 (v3.2) states the preparation of the Workforce Accommodation and Infrastructure Report should draw on the Queensland Government's Social Impact Assessment Guideline (v2) (May 2025) (SIA Guideline) and the Supplementary material for assessing and managing the social impacts of projects under the Coordinator-General's Social Impact Assessment Guideline (Supplementary material).

The SIA Guideline and Supplementary material outline the details that must be included in an SIA including identification and assessment of potential impacts, as well as their management and monitoring.

The SIA is to address the following key matters:

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

The Supplementary material provides addition guidance and general requirements for the SIA process including objectives, principles, who to engage and how to engage, and how to consider each matter regarding each phase of the SIA process.

This Workforce Accommodation and Infrastructure Report draws on the SIA Guideline and Supplementary material by addressing each of the key matters in all phases of the SIA process.

5. Social baseline

The Project area of influence (AOI) (Figure 3.1) comprises a Primary AOI and Secondary AOI. The AOIs are comprised of the following:

- Primary AOI:
  - ABS SA1 No. 30804152801
  - ABS SA1 No. 31902150815
  - Urban Centres and Localities (UCL) of Theodore, Banana, Moura, and Biloela
- Secondary AOI:
  - Banana Shire LGA
  - Gladstone Region LGA.

State level data for Queensland and national data for Australia is used in this baseline to provide comparative socio-economic context.

5.1 Project site context

The proposed Theodore Wind Farm site is in Central Queensland, about 22 km east of Theodore and 40 km south-west of Biloela (Figure 3.1). RWE has agreements in place with all the project landowners.

The site is used for cattle grazing. Due to the land use much of the site has been cleared of native woodland and forest vegetation, with scattered vegetation in some areas.

The road network near the site incorporates a range of local and state sealed and unsealed roads including Defence Road, Crowsdale-Camboon Road, and the Leichardt Highway. Additional infrastructure on the site and in the surrounding regions includes farm residences and agricultural infrastructure, unsealed tracks, fencing, outbuildings, dams, private roads and sheds.

The Social and Economic Impact Assessment, which was submitted as part of the development application, identified a Primary and Secondary area of influence (AoI) (Figure 3.1). The Primary AoI consists of the Project Site and an area 5 km from the site boundary, including the Urban Centres and Localities (UCL) of Theodore, Banana, Moura, and Biloela (Figure 3.1). The Secondary AoI consists of the Local Government Areas of the Banana Shire LGA and Gladstone Region LGA (Figure 3.1). For context, the surrounding local government areas of Rockhampton, Livingstone, Isaac, Central Highlands, Woorabinda Aboriginal Shire, Bundaberg, North Burnet, and Western Downs are included in Figure 3.1.

Major towns in the area are:

- Theodore (about 22 kilometres to the west of the site)
- Cracow (about 35 kilometres to the south)
- Banana (about 60 kilometres to the north-west)
- Moura (about 60 kilometres to the north-west)
- Biloela (about 60 kilometres to the north-east)
- Monto (about 75 kilometres to the east)
- Gladstone (about 150 kilometres to the north-east)
- Rockhampton (about 150 kilometres to the north).

No non-host dwellings were identified 3.09 km of the nearest wind turbine generators (WTG) associated with the Project. Eleven (11) non-host dwellings have been identified within 3.09 km to 6.18 km of the proposed WTGs, and six (6) non-associated dwellings have been identified within 6.18 km and 10 km.

5.2 Theodore community

In 2021, Theodore had a population of 451 people (Australian Bureau of Statistics, 2021). Just above 15 per cent of Theodore's population identified as Aboriginal or Torres Strait Islander Peoples.

Theodore has a strong sense of community, evidenced by the high number of community-operated services and facilities. For example, until recently the Theodore Hotel was the only pub in Queensland owned by an entire community (Banana Shire Council 2023). While the town's economy is closely linked to coal mining, Theodore does not identify as a mining town, unlike nearby Moura and Biloela. Beef cattle farming, log sawmilling, cotton and grain growing are other key industries for the town.

5.3 Banana Shire

Banana Shire is in Central Queensland, 120 km west and 200 km south-west of the cities of Gladstone and Rockhampton and has a population of 14,513 (ABS 2021). The area has extensive natural resources, with several major coal deposits (including in the Theodore area). Two gas transmission pipelines run through the shire from the Surat and Bowen Basins to Gladstone.

Coal mining is one of the shire's major industries, as are power generation and farming enterprises including beef production and cropping (lucerne and cotton).

Biloela is the shire's largest town, with a population of 5,371. It is the main residential base for workers from the Callide Coal Mine and Callide power station. The Callide power station produces about 20 per cent of Queensland's electricity. Only 27 km^2 of the shire's 28,577 km^2 are urbanised, creating the need for communications and engagement strategies that could target existing hubs, such as major employers, to access the community.

Data from the 2021 Census shows an approximate 50/50 split of males and females in the Banana Shire, with a median age of 39. These statistics are typical for a rural area.

Short-term accommodation within a safe travel distance to Project Area is mostly used by agricultural/energy sector workers rather than tourists. Most tourists in the region use caravans. The TWF construction workforce use of short-term accommodation in proximity to Project Area therefore will not negatively impact tourists accessing the region.

5.4 First Nations People and Traditional Owners

The traditional owners of the land, waterways, and skies within the region are the Wulli Wulli people.

Other First Nations people who are not Traditional Owners likely reside in the local community, however at this stage have not made themselves known to RWE. RWE will continue to engage directly with the Wulli Wulli Nation Aboriginal Corporation (WWNAC) and will be guided by them regarding who their appropriate community representatives are. They will also remain aware and open to engagement with other non-Wulli Wulli First Nations people who may want to discuss matters of importance to them about the project.

The WWNAC was founded in 2015 as the Registered Native Title Body Corporate for the Wulli Wulli people. The Corporation is responsible for looking after the native title rights and interests of the Wulli Wulli people, as recognised by the Federal Court of Australia and is a key stakeholder in this project.

The judgment that recognised the Wulli Wulli people's native title rights and interests referenced historical, linguistic, anthropological and archaeological evidence, noting a commonality throughout the evidence in respect of matters including, respect for elders and old people, the importance of family, bush tucker and bush medicine, hunting and gathering, spirits and totems, relationships within the family and relationship of the Wulli Wulli people with their Country (AIATSIS, 2015).

The Theodore region is of particular interest to the Wulli Wulli people, particularly the Project site, as it is located partially on Camboon Station. Camboon Station is recognised as a place that is "*located in the heart of this country*" and was a place "*of gathering – where traditional law and customs were learned – and where many Wulli Wulli people were also employed*" (State Library Queensland, 2021).

5.5 Population profile

A snapshot of the population profile and dwelling and household composition for the area of influence compared to Queensland and Australia is provided in Table 5.1 and Table 5.7. The information presented is based on the ABS 2021 Census data.

The median age across the area of influence ranges from 33 years (Moura) to 48 years (SA1 30804152801 – incorporated Cracow and the Project Area) at an average of 39 years, comparable to Queensland and Australia (Table 5.1). The Indigenous population ranges across the Primary AOI from 2.2% (SA1 31902150815) to 15.1% (Theodore Urban Centre) at an average of 6.2%, which is greater than Queensland (4.6%) and Australia (3.2%).

Table 5.1: Population profile

Location	Population	Median age	Indigenous Pop. (%)	Males (%)	Female (%)
SA1 30804152801	192	48	2.6	57.0	43.0
SA1 31902150815	183	39	2.2	53.40	46.6
Theodore urban centre	451	38	15.1	46.6	53.4
Moura urban centre	1,843	33	8.0	53.7	46.3
Biloela urban centre	5,667	36	4.8	50.1	49.9
Banana Shire LGA	14,514	38	4.6	51.4	48.6
Gladstone Region LGA	63,515	38	6.2	50.7	49.3
Queensland	5,156,138	38	4.6	49.3	50.7
Australia	25,422,788	38	3.2	49.3	50.7

5.5.1 Population change

From 2013 to 2023, Banana LGA saw a slight population decrease of 29 people (-0.2%). Gladstone Regional LGA experienced a population increase of 4,677 people (7.0%). See Table 5.2 for details of population change.

Table 5.2: Estimated resident population, 2013 to 2023

Location	2013	2018	2023	Change	%
Banana LGA	14,948	14,525	14,919	-29	-0.2
Gladstone LGA	62,158	63,077	66,835	4,677	7.0
Queensland	4,652,824	5,006,623	5,460,420	807,596	14.8

5.5.2 Projected population

From 2026 to 2046, Banana LGA's population is projected to decrease by 380 people (-2.7%), while Gladstone LGA's population is expected to increase by 11,049 people (14.1%). See Table 5.3 for details of projected population.

Table 5.3: Population projection, 2026-2046

LGA	2026	2031	2036	2041	2046	Change	%
Banana	14,530	14,416	14,331	14,249	14,150	-380	-2.7
Gladstone	67,236	70,151	73,021	75,753	78,285	11,049	14.1

5.6 Socio-economic profile

Table 5.4 summarises the employment rates across the Banana Shire and Gladstone Region LGAs and compares these to the Queensland and Australian employment rates. The 2021 Census data shows, 61.6% of Queensland's population is engaged in the labour force, with 55.9% working full-time. In the Banana Shire and Gladstone Region LGAs, this rate was higher at 65.4% and 58.1% of people working full-time, respectively. The highest percentage of unemployed persons was in the Gladstone Region LGA which recorded 7.4% of people unemployed, and the lowest being in the Banana Shire LGA which recorded 4.0% of people unemployed. The percentage of people 'away from work' has increased across the board between 2016 and 2021 (ERM 2024b).

Table 5.4: Employment rates

Employment status	Census year	Banana Shire LGA	Gladstone Regional LGA	Queensland	Australia
Full-time work	2021	65.4%	58.1%	55.8%	55.9%
	2016	66.0%	58.3%	57.7%	57.7%
Part time work	2021	24.2%	28.0%	30.5%	31.2%
	2016	23.8%	25.5%	29.9%	30.4%
Away from work	2021	7.7%	6.5%	8.3%	7.8%
	2016	6.2%	5.1%	4.8%	5.0%
Unemployed	2021	2.8%	7.4%	5.4%	5.1%
	2016	4.0%	11.1%	7.6%	6.9%

Adapted from ERM 2024b

The 2021 Census data show 61.6% of Queensland's population is engaged in the labour force, with 55.9% working full-time. In the Banana Shire and Gladstone Region LGAs, this rate was higher at 65.4% and 58.1% of people working full-time, respectively. The highest percentage of unemployed persons was in the Gladstone Region LGA which recorded 7.4% of people unemployed, and the lowest being in the Banana Shire LGA which recorded 4.0% of people unemployed. However, in the September quarter 2024, the unemployment rate in Banana Shire (2.9%) and Gladstone Region (5.4%). With a low unemployment rate in Banana Shire LGA, this may increase the difficulty of employing local. LGAs declined (Jobs and Skills Australia, 2025). The percentage of people 'away from work' has increased across the board between 2016 and 2021 (Australian Bureau of Statistics, 2024a; Australian Bureau of Statistics, 2024b).

Table 5.5 summarises the most common employment types in Banana Shire and Gladstone Region LGAs. There is a higher percentage of technicians and trades workers, labourers and machinery operators/drivers in the Banana Shire and Gladstone Region LGAs compared to Queensland. This data shows that the population around the Project Area has a range of necessary skills that can be drawn upon for the workforce and construction of the Project (Australian Bureau of Statistics, 2024a; Australian Bureau of Statistics, 2024b).

Table 5.5: Occupation of employment

Occupation	Banana Shire LGA	Gladstone Region LGA	Queensland	Australia
Managers	19.5%	9.3%	12.5%	13.7%
Technicians and trades workers	15.5%	20.6%	13.7%	12.9%
Machinery operator or driver	14.6%	12.2%	6.8%	6.3%
Labourers	14.3%	12.4%	10.1%	9.0%
Professionals	10.6%	14.4%	21.4%	24.0%

Occupation	Banana Shire LGA	Gladstone Region LGA	Queensland	Australia
Clerical and administrative worker	9.3%	10.2%	12.7%	12.7%
Community and Personal Service Workers	7.6%	10.8%	12.3%	11.5%
Sales worker	6.2%	8.0%	8.7%	8.2%

The top industry in the Banana Shire LGA is Beef Cattle Farming (Specialised) (12.7%) and in Gladstone Region LGA is Aluminium Smelting (5.7%) (Table 5.6). This contrasts with the top industry of employment in Queensland more broadly, being Primary Education (2.5%) (Australian Bureau of Statistics, 2024a; Australian Bureau of Statistics, 2024b). The type of industries prevalent in both the Banana Shire and Gladstone Region LGAs appear to be beneficial to RWE given the various skills available within a relatively short geographic distance that could be of use in the construction of the Project. For instance, 2.9% of those employed in the Banana Shire LGA are already involved in Fossil Fuel Electricity Generation and therefore may have potentially transferrable skillsets. Further upskilling of the local workforce may be required however, if the Project is to engage a local workforce, this may deliver skills-based benefits to the local area (Australian Bureau of Statistics, 2024a; Australian Bureau of Statistics, 2024b).

Table 5.6: Industry of employment

Industry	Banana Shire LGA	Gladstone Region LGA	Queensland	Australia
Beef Cattle Farming	12.7%	-	0.7%	0.4%
Coal Mining	12.2%	-	1.1%	0.4%
Meat Processing	3.6%	-	0.5%	0.3%
Local Government Administration	3.5%	-	1.4%	1.3%
Fossil Fuel Electricity Generation	2.9%	-	0.1%	0.1%
Aluminium Smelting	-	5.7%	0.1%	0.0%
Alumina Production	-	3.6%	0.0%	0.0%
Other Heavy and Civil Engineering Construction	-	3.2%	0.6%	0.6%
Primary education	-	3.1%	2.5%	2.2%
Supermarket and Grocery Stores	-	2.8%	2.5%	2.5%

Socio-Economic Indexes for Areas (SEIFA) summarises the socio-economic characteristics of regions. It ranks areas, providing a mechanism to consider the differences in socio-economic factors between regions such as neighbouring suburbs or regional towns (Department of Infrastructure, Transport, Regional Development, Communications and the Arts, 2025).

In 2021, Banana LGA had more relative advantage at decile 7[1], compared to other areas in Queensland (Figure 5.1). Gladstone LGA and SA1 30804152801 are both in the middle range at decile 5. SA1 31902150815 and Biloela urban centre are slightly below the middle range at decile 4. Theodore and Moura urban centres have the lowest rankings at decile 2, indicating a lower position within Queensland (Figure 5.1).

[1] 1 – most disadvantaged, and 10 – most advantaged.

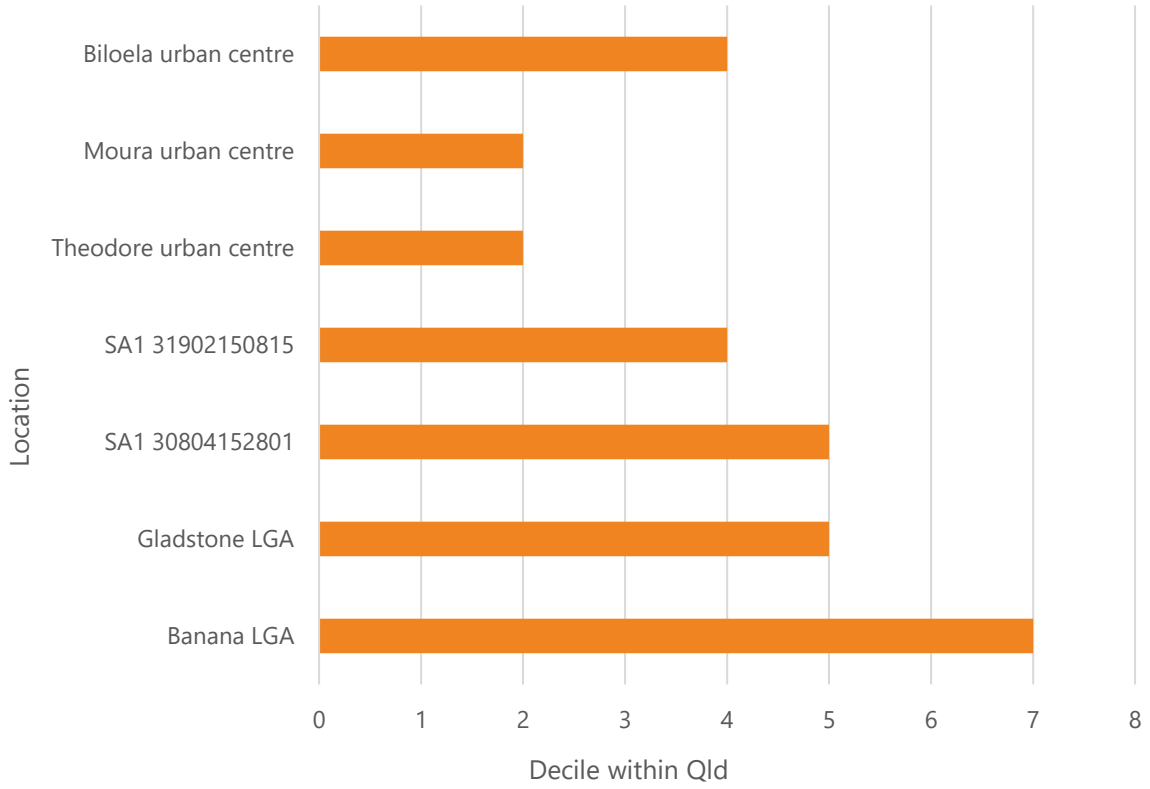

Figure 5.1: Index of Relative Socio-economic Advantage and Disadvantage, 2021

5.7 Housing and accommodation

This section describes housing and accommodation in the local and regional study areas.

5.7.1 Occupancy

While most dwellings across the Primary and Secondary AOIs are occupied, there are on average 17.5% dwellings unoccupied across the main urban centres of Theodore, Moura and Biloela. This is relative to the proportion of unoccupied dwellings in the Secondary AOI; however, it is almost double that of Queensland (9.3%) (Table 5.7). The greater proportion of unoccupied dwellings in the Primary and Secondary AOIs, suggest minimal need to incentivise new home construction, however anecdotally, most unoccupied homes are uninhabitable due to their current state or are undesirable due to their location. They are also disproportionately located in areas where there are limited jobs, for example in small towns such as Cracow (Banana Shire Council, 2024).

5.7.2 Housing tenure

The rates of dwelling ownership (outright or mortgaged) in the main urban centres of Theodore (52.6%), Moura (50.2%) and Biloela (57.5%) are lower compared to Queensland (63.5%) and Australia (66.0%) (Table 5.7). Whereas the rates of dwellings that are rented are higher in the main urban centres (>38.5%) compared to the Secondary AOI (minimum 30% in Banana Shire LGA) and Queensland (33.1%). Lower rates of home ownership and higher rates of renters compared to the Queensland average could indicate relative economic disadvantage, inaccessible housing or a transient population. Property prices could be unaffordable for locals or there could be a large proportion of people who live in the region short-term for work, e.g. seasonal farm labourers, FIFO workers, etc.

Notwithstanding the above, the rental vacancy rate in the Banana Shire is very tight and is likely to continue to be, considering the increased demand that will come from new projects. This suggests a need to either construct new build-to-rent homes or convert existing vacant homes to rental stock (Banana Shire Council, 2024).

5.7.3 Household composition

The rates of family households are generally lower in the Primary AOI (59.2%-69%) compared to the Secondary AOI (70.5%-71.3%) and rest of Queensland (71%) and Australia (70.5%) (Table 5.7). However, SA1 31902150815 is an anomaly in the Primary AOI. It has a significantly higher proportion of family households (87.7%) and a significantly lower proportion of single occupant households (12.3%). Apart from SA1 31902150815, the household composition of the Primary AOI reflects the urban areas where smaller housing units such as apartments, which are more suitable for single occupants, occur.

Table 5.7: Dwelling and household composition

Location	Dwelling Occupied (%)	Dwelling unoccupied (%)	Dwelling owned outright (%)	Dwelling mortgaged (%)	Dwelling Rented (%)	Household composition families (%)	Household composition singles (%)	Household composition group (%)
SA1 30804152801	73.6	25.0	52.8	11.3	24.5	59.2	40.8	0.0
SA1 31902150815	64.4	27.8	44.8	27.6	10.3	87.7	12.3	0.0
Theodore urban centre	80.8	15.8	28.9	23.7	41.2	59.6	38.8	1.6
Moura urban centre	78.6	21.9	25.1	25.1	45.0	65.8	31.3	2.9
Biloela urban centre	85.2	14.8	25.0	32.5	38.5	69.0	27.0	4.1
Banana Shire LGA	81.6	18.4	33.1	27.6	30.0	70.5	26.8	2.7
Gladstone Region LGA	85.0	15.0	27.3	36.5	33.4	71.3	25.6	3.1
Queensland	90.7	9.3	29.1	34.4	33.1	71.0	24.7	4.3
Australia	89.9	10.1	31.0	35.0	30.6	70.5	25.6	3.9

5.7.4 Vacant land

There are numerous parcels available for new housing development in the main centres and other settlements (Table 5.8). The Banana Shire Local Housing Action Plan identifies that there is significant demand for land in Biloela, Moura and Taroom, however housing development in the region has been slow in the region due to a lack of material and trades workers to build new homes (Banana Shire Council, 2024). BSC is focussed on attracting housing investment to deliver more social and affordable homes (Banana Shire Council, 2024).

Table 5.8: Vacant land

Location	Total Lots	Zoning	Number of lots	Ownership Details
Biloela	59	General Residential	59	10 owned by State Government
Moura	86	General Residential	86	44 owned by State Government
Taroom	33	General Residential	33	Not specified
Other	169	General Residential	30 in Theodore	11 owned by Council 59 owned by State Government
		Township	139 in smaller settlements	

5.7.5 Short-term accommodation

In September 2024, there were 30 commercially operated short-term accommodation providers in proximity to the Project Area.

The short-term accommodation providers, along with their locations and capacity are outlined in Table 5.9. These include workforce accommodation facilities, hotels and motels, Airbnb's, caravan parks and cabins.

The capacity of accommodation options may change overtime due to other large-scale projects in the region (including renewables and mining companies) competing for workforce accommodation.

Accommodating renewable energy workers in the region is a key focus in BSC's Local Housing Action Plan (BSC, 2024). BSC is advocating for State support to undertake a needs assessment and develop policy options for temporary worker's accommodation.

Table 5.9: Short-term accommodation in proximity to the project area

Location	Short-Term Accommodation Provider	Description / Approximate Capacity
Biloela (1 hour from Theodore)	Location: Discovery Workstay Biloela Accommodation Type: Workforce accommodation facility	Capacity: Unknown (approximately 215 rooms)
	Location: Biloela Apollo Motel Accommodation Type: Rooms, apartments and units	Capacity: Unknown
	Location: Biloela Hotel Accommodation Type: Hotel	Capacity: Unknown
	Location: Biloela Centre Motel Accommodation Type: Motel	Capacity: Unknown
	Location: Biloela Country Motel Accommodation Type: Motel rooms and cabins	Capacity: Unknown

Location	Short-Term Accommodation Provider	Description / Approximate Capacity
	Location: Biloela Palms Motor Inn Accommodation Type: Motel	Capacity: 25 ground floor rooms to accommodate overnight travellers or longer stays, as well as corporate and group bookings.
	Location: Biloela Accommodation Type: Two Airbnb's	Capacity: 2 and 4 people
	Location: Callide Motor Inn Accommodation Type: Hotel	Capacity: Accommodation includes 18 executive rooms
	Location: Hotel Settlers Accommodation Type: Hotel rooms, cabins	Capacity: Hotel features a wide range of rooms and cabins (number unknown)
	Location: Raintree Motel Biloela Accommodation Type: Motel	Capacity: 22 units
	Location: Biloela Silo Motor Inn Accommodation Type: Motel	Capacity: 25 motel rooms
	Location: Sun Valley Motel Accommodation Type: Motel	Capacity: 28 rooms
Banana (39 minutes from Theodore)	Location: Banana Hotel Motel Accommodation Type: Hotel	Capacity: 20 ensuite motel rooms
	Location: Banana Accommodation Village Accommodation Type: Workforce accommodation facility	Capacity: Unknown
Baralaba (1 hour 10 mins from Theodore)	Location: Baralaba Hotel Accommodation Type: Hotel	Capacity: Unknown
	Location: Myella Farm Stay Accommodation Type: Rural accommodation	Capacity: 17 double ensuite rooms
Jambin (1 hour 10 from Theodore)	Location: Jambin Hotel Accommodation Type: Hotel	Capacity: Unknown
Thangool (1 hour 15 mins from Theodore)	Location: On Kariboe Cabins Apartment Thangool Accommodation Type: Rural apartments	Capacity: Unknown
	Location: Hotel Thangool Accommodation Type: Hotel	Capacity: Unknown
Taroom (1 hour from Theodore)	Location: Taroom Caravan & Tourist Park Accommodation Type: Caravan Park	Capacity: Taroom Caravan Park offers several alternative accommodation types, including fully self-contained Cabins, Units and other accommodation to meet your specific requirements.

Location	Short-Term Accommodation Provider	Description / Approximate Capacity
	Location: Country Rest Cabins Accommodation Type: Cabins	Capacity: Single, twin and family cabins (unknown capacity)
	Location: Leichardt Hotel Motel Accommodation Type: Rural apartments/cabins	Capacity: 6 Standard rooms and 6 family rooms
	Location: Cattle Camp motel – Taroom Accommodation Type: Motel rooms and cabins	Capacity: Unknown (approximately 12 units)
Theodore	Location: Hotel Theodore Accommodation Type: Suites, hotel and motel rooms, cabins	Capacity: 8 self-contained cabins, 11 ensuite motel rooms, 8 single suites
Cracow (located 35 minutes from Theodore)	Location: Cracow Hotel Accommodation Type: Themed Hotel Rooms	Capacity: Unknown
	Location: Cracow Station Accommodation Type: Self-contained cabin at Cracow Station, a working cattle property, 10 minutes outside of Cracow	Capacity: One room
Moura (located 35 minutes from Theodore)	Location: Coal N Cattle Hotel Motel Accommodation Type: Motel rooms and cabins	Capacity: 60 rooms
	Location: Moura Meridian Motel Accommodation Type: Motel rooms	Capacity: 32 rooms
	Location: Moura Motel Accommodation Type: Motel rooms	Capacity: 22 deluxe rooms and 16 standard rooms
	Location: Moura Accommodation Village & Caravan Park Accommodation Type: Rooms and cabins	Capacity: Unknown

(ERM, 2024a)

5.8 Infrastructure

5.8.1 Essential infrastructure

5.8.1.1 Water supply

BSC operates 11 water supply schemes including Banana, Baralaba, Biloela, Callide Dam, Cracow (trickle feed system), Goovigen, Moura, Taroom, Thangool, Theodore and Wowan (BSC, 2025).

5.8.1.2 Waste services

There are 8 waste transfer stations and three landfills across the Banana Shire region.

Commercial (non-household) waste is charged as per Council's Waste Management Disposal Fees if it cannot be recycled. Recycling of commercial waste is free; however, load size limits may apply.

Commercial waste is only accepted for disposal at Trap Gully Landfill, 142 Forestry Road, Biloela, approximately one hour and 30 minutes from the Project area.

5.8.1.3 Sewage

BSC has four sewerage treatment plants – Biloela, Moura, Theodore and Taroom.

5.8.1.4 Communications

Mobile phone coverage (4G only) via the Telstra and Vodafone networks is available in Theodore but may not be available at the Project site.

5.8.1.5 Transport

The closest airport to the Project Area is Theodore Airport, located 7.6 km south of Theodore along Eidsvold-Theodore Road. The next closest airport is in Biloela (Thangool) which is located 11 km south from Biloela town centre on the A1 highway. Gladstone Airport (located approximately 211 km from the Project Area) also services the region with the most services non-stop to or from Brisbane Airport.

Roads proposed to be used to access the Project area are listed in Table 5.10.

Table 5.10: Potential project routes

Route 1	Route 2
Macfarlane Road (GRC)*	
Mark Fenton Drive (GRC)*	
Gladstone Port Access Road (181)	
Gladstone Mount Larcom Road (183)	
Bruce Highway 10E (Benaraby – Rockhampton)	Bruce Highway 10E (Benaraby – Rockhampton)
Capricorn Highway (Rockhampton – Duaringa)	Dawson Highway 46A (Gladstone – Biloela)
Leichardt Highway (26A) (Westwood – Taroom)	
Defence Road (BRC)*	

*Council roads

5.8.2 Social infrastructure and services

Key social infrastructure and services in the region relating to health, ambulance, fire and police services are listed in Table 5.11. The capacity of these services is typical for regional Queensland.

Community members in Theodore, Banana and Moura may need to travel to larger centres for access to higher-order medical services.

Table 5.11: Health and emergency services

Town	Health and ambulance	Fire	Police
Theodore	• Theodore Ambulance Station • Theodore Multipurpose Health Service (including the	• Theodore Fire Brigade	• Theodore Police Station

Town	Health and ambulance	Fire	Police
	University of Queensland Medical School) (24/7 including emergency, general medical and surgical facilities)		
Banana	• Banana District Community Health	• Banana Rural Fire Brigade	N/A
Moura	• Moura Ambulance Station • Moura Multipurpose Health Service (24/7 including emergency, general medical and surgical facilities)	• Moura Fire Brigade	• Moura Police Station
Biloela	• Biloela Hospital • Biloela Medical Centre • Queensland Ambulance Service – Biloela	• Biloela Fire Brigade • Prospect Creek Rural Fire Brigade Dakenba Rural Fire Brigade • Orange Creek Rural Fire Brigade • Valentine Plains Rural Fire Brigade	• Biloela Police Station
Taroom	• Taroom Hospital • Queensland Ambulance Service - Taroom	• Taroom Fire Brigade	• Taroom Police Station

6. Stakeholder engagement

6.1 Approach to stakeholder engagement

RWE's overarching approach to stakeholder engagement is focused on delivering best practice engagement founded on the principles of honesty, respect, adaptability, consistency and consideration, described in Figure 6.1.

Figure 6.1: RWE's guiding principles for stakeholder engagement

Honesty

- RWE builds relationships with local communities based on trust, respect, and inclusion, by acting with integrity and honesty, engaging in genuine dialogue and relevant communication with all parties and ensuring they provide information as soon as they can.

Respect

- RWE respect the communities and stakeholders where our projects are based and understand they are passionate about their homes, communities and areas where they live, work and socialise. RWE also bring empathy and understanding to engagement.

Adapability

- RWE's approach involves collaboration with communities and incorporates multiple methods of engagement that can adapt to stakeholders' particular needs. This fluid approach allows RWE to be inclusive by identifying and categorising stakeholders according to their requirements, which informs their approach to each engagement. RWE can then provide multiple channels of engagement to make it easy for them to obtain project information and be involved.

Consistency

- RWE's engagement is ongoing and focuses on consistently keeping our stakeholders informed and engaged through all stages of the project lifecycle.

Consideration

- Consultation with communities and key stakeholders is always used to shape projects where possible. Feedback is key to ensuring projects are developed with a solid knowledge of the area, its residents and social fabric. RWE also ensure the benefits generated from the development are spread fairly within the community, by identifying the needs of the community and addressing them.

RWE is guided by consultation with host communities and key stakeholders to shape their Projects. Feedback is key to ensuring Projects are developed with a solid knowledge of the area, its residents and social fabric. RWE also ensures the benefits generated from the Project are shared equitably within the community, by identifying the needs of the community and addressing them.

RWE's stakeholder engagement activities are informed by the following industry guidelines, engagement frameworks, and relevant contextual documents:

- RWE's Australian Community and Stakeholder Engagement Framework
- The International Association for Public Participation's (IAP2) public participation spectrum
- Clean Energy Council's Community Engagement Guidelines for the Australian Wind Industry
- Clean Energy Council's Guide to Benefit Sharing Options for Renewable Energy Projects.

- Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Guidance on Engaging with Traditional Owners
- Queensland Government Renewable Energy Zone Roadmap (Mach 2024)
- Queensland Local Energy Partnerships Plan (October 2023)
- Banana Shire Council Planning Scheme (2021).

6.2 Community and stakeholder engagement plans

RWE has a community and stakeholder engagement plan (CSEP) and a First Nations Engagement and Communications Plan (FNECP) for the Project, which are routinely updated to reflect changing circumstances, community feedback, and ongoing improvements in the community engagement approach.

The CSEP and FNECP guided engagement with the broader community and key stakeholders, and with First Nations stakeholders, respectively for the Project. They each include:

- an analysis of project stakeholders
- a description of engagement tools and methods to be used
- a high-level risk assessment
- communication protocols including recording engagement activities, managing complaints and reporting.

Relevant information from the CSEP and FNECP is presented below and supplemented with information about engagement activities undertaken, including the outcomes of engagement and how RWE has or proposes to address feedback received from stakeholders.

6.3 Project stakeholders

Project stakeholders were identified by considering the groups or individuals within the Project region that could be either directly or indirectly impacted by the Project. These stakeholders are listed in Table 6.1.

Table 6.1: Project stakeholders

Stakeholder group	Details
Landowners	Landowners hosting project infrastructure for the proposed Theodore Wind Farm.
Fenceline Neighbours	Fenceline neighbours are identified as neighbours that share a fence line or property boundary with the host landowner(s)/project site.
Near Neighbours	Neighbours with a dwelling within 10 kms of the proposed Theodore Wind Farm site boundary.
Traditional Owners and First Nations people	• Wulli Wulli People • Wulli Wulli Nation Aboriginal Corporation RNTBC • Wulli Wulli Ranger program • Wulli Wulli Elders Group
Opponents (no active opponents identified)	Individuals and organised groups actively opposed to the proposal in proximity to the proposed project area.
Wider Community	Residents of the local geographic area hosting the proposed project, as well as local interest groups not defined in any previous categories, including: • Residents outside of the boundary determined for neighbours • Aged care and healthcare organisations

Stakeholder group	Details
	• Business organisations, including but not limited to farmer associations, local progress associations, chambers of commerce or local business structures • Churches and faith-based organisations • Conservation and environmental organisations • Local climate action and sustainability groups • Not-for-profit organisations • Primary, secondary, or tertiary educational institutions • Recreational groups and clubs.
Local Government	Councillors and staff employed by the Banana Shire Council, including but not limited to: • Mayor Cr Neville Ferrier • Deputy Mayor Cr Terri Boyce • Cr Adam Burling • Cr Ashley Jensen • Cr Phillip Casey • Cr Kerrith Bailey • Cr Brooke Leo • CEO Tom Upton • Other executive staff • Gladstone Regional Council
Infrastructure owners / operators	• Australia Pacific LNG Pty Limited • Bureau of Meteorology • Geoscience Australia • Telstra • Optus
Aviation Industry	• Airservices Australia • Department of Defence • IDS Australia (Procedure designer for Theodore Airport instrument flight procedures) • Queensland Royal Flying Doctor Services
Industry Bodies	• Clean Energy Council (CEC) • Re-Alliance • Gladstone Ports Corporation • Stanwell Corporation • Barfield Road Producers Group
Government Agencies	• Federal Department of Climate Change, Energy, the Environment and Water (DCCEEW) • State Assessment and Referral Agency (SARA) • Queensland Department of Environment, Technology, Science and Innovation (DETSI) • Queensland Department of Resources • Queensland Department of Transport and Main Roads (TMR)

Stakeholder group	Details	
	• Australian Energy Infrastructure Commissioner	
Emergency services	• Queensland Fire Department (QFD) • Camboon Rural Fire Brigade • Moura Rural Fire Brigade • Rural Fire Service Gladstone • Queensland Ambulance Service • Queensland Police Services	
State and Federal Members of Parliament (MPs)	• Federal Member for Flynn Colin Boyce MP (LNP) • State Member for Callide Bryson Head MP (LNP)	
Media	Print and online media: • The Focus Magazine • The Gladstone Observer • The Courier Mail • CQ Today • Biloela Beacon	Broadcast media (radio and TV): • ABC 4CC • Hot FM • Triple M Central Queensland • Fresh FM • Win News • Channel 7 • Nine News

Adapted from RWE (2024).

6.4 Stakeholders and engagement activities

RWE proactively engaged with stakeholders on the Project. Engagement commenced in 2022, despite the Project first becoming public in August 2023. The next round of community drop-in sessions is scheduled for May, June and July 2025.

RWE's stakeholder engagement has been varied and multi-faceted, with multiple methods of engagement that were adapted to stakeholders' needs. For example, engagement activities have included working from local cafes and visiting community groups and organisations at their places of operation. RWE actively welcomes the community to get in touch with the Project team via the Project website, email, or free call line.

A summary of engagement activities undertaken with Banana Shire Council, WWNAC and the community is provided graphically below.

Banana Shire Council

2022 engagement commenced

5 briefings held with Council

Key matters discussed

- Project updates
- Community engagement
- Transport route options
- Workforce accommodation
- Technical assessments
- Local benefits and procurement
- Emergency management
- Fairness to host landholders

WWNAC

Early 2023 engagement commenced

7 meetings & workshops

2 site visits

Geotechnical inspections and reconnaissance **4 weeks**

Community

100+ attendees at various sessions

Community drop-in sessions **2 x 2-day**

0 Complaints received

4 Café sessions

'shopfronts' **8**

Average website visits per month **366**

Comprehensive booklets **2**

2 Project newsletters and other promotional flyers

2 Letterbox drops

RWE has also undertaken the following engagement activities for the Project:

- Approved $100,000 in community sponsorship funding
- Press release about RWE signing an MOU with Stanwell Corporation
- Met with Gladstone Regional Council local procurement team aligning programs
- Meetings with Powerlink to collaborate on the preferred transmission corridor
- Discussions with proponents of nearby projects to identify and minimise cumulative impacts.

Engagement with key stakeholders was also undertaken to inform technical assessments prepared for the Project's development application. These engagement activities included emails to and meetings with key stakeholders seeking feedback on the proposed Project design in relation to potential impacts on traffic and transport, aviation, and electromagnetic interference.

6.5 Outcomes of engagement

Table 6.2 includes a summary of the key themes raised in consultation. Feedback received from stakeholders has been considered in this assessment and informed the development of the workforce accommodation strategy.

The Community Engagement Report outlines the actions RWE has taken or will take to address key matters raised in stakeholder feedback on the Project. The Report includes a summary of key themes raised in consultation, an outline of documents evidencing the outcomes of engagement, and a matrix linking RWE's actions and plans to specific feedback received from stakeholders.

BSC has provided a letter of support for the Project (Appendix A) and RWE is currently negotiating an MOU with BSC that covers matters including workforce accommodation and infrastructure.

Table 6.2: Key consultation themes

Theme	Description
Workforce accommodation	Stakeholders expressed an interest in understanding the Project's workforce accommodation arrangements for construction and if there would be an impact on the local housing market. This is a particular topic of interest for the Theodore community due to the significant number of mining camps and FIFO workers in the area.
Grid connection	The community was generally not supportive of the proposed multiple grid route options and had expressed concerns about transmission lines crossing strategic cropping land. It is noted that Powerlink is responsible for the grid connection engagement with landowners and community as part of the Theodore Wind Farm Connection Project.[2]
Road network	Stakeholders expressed concerns about potential impacts on the road network and traffic safety during construction. The community also raised concerns about potential impacts on school bus routes.
Aerial operations	Graziers in the local area use helicopter mustering as part of their grazing operations. Some graziers queried if the Project would impact on their ability to muster using helicopters.
Noise	Stakeholders expressed concerns about potential noise impacts on nearby sensitive land uses, including residential dwellings.
Biodiversity	Stakeholders expressed concerns about the potential impacts of the Project on matters of state environmental significance and matters of national environmental significance.
Fire risk and mitigation	The local Rural Fire Services (RFS) Brigades indicated that they would like to see firebreaks incorporated into the Project design. Their preference is that the Project actively manages and mitigates bushfire risk.
Visual amenity	Stakeholders queried the potential impacts of the Project on the landscape.
Wind farm preference	Generally, the local community expressed a preference for wind farms over solar farms. In their experience, solar proponents have not properly engaged with or considered the community in project design or layout. The community also feels that solar farms take up high quality agricultural land (cropping) whereas wind farms can coexist with grazing.

[2] Powerlink (2025) Theodore Wind Farm Connection Project, Powerlink website, accessed 4 March 2025.

Theme	Description
Local employment and procurement	There is a lack of interest from locals in working on the wind farm, however there is interest from local businesses to provide services and supplies for construction and operation of workforce accommodation and wind farm development.

7. Impact assessment and mitigation

The Socio-Economic Impact Analysis Report (ERM, 2024b) provides an assessment of the potential positive and negative social impacts of the Project on the area of interest. The following sections draw out and expand on the assessment of potential social impacts associated with the workforce accommodation strategy and potential social impacts of the Project on essential and social infrastructure.

7.1 Workforce accommodation

The Accommodation Options Report (ERM, 2024a) provides a comprehensive assessment of the potential positive and negative social implications of accommodating the construction workforce in:

- An on-site camp
- Short-term accommodation
- Long-term accommodation.

The assessment informed the workforce accommodation strategy (Section 3.2) for the Project, which seeks to minimise potential social impacts and maximise potential social benefits during both construction and operation.

This section provides a summary of the potential positive and negative impacts associated with using on-site and off-site workforce accommodation as per the workforce accommodation strategy. It also outlines the proposed mitigation and enhancement measures for each impact.

The assessment is informed by stakeholder feedback. Key issues and proposed mitigations raised during engagement activities are considered in the assessment.

The potential impacts are organised under the key matters outlined in the SIA Guidelines (2018):

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

7.1.1 On-site workforce accommodation

The on-site camp will only be used during construction. Table 6.1 describes the potential social impacts and social benefits of using the on-site camp and outlines measures to mitigate impacts or enhance benefits

Table 7.1: Impact and mitigation – On-site workforce accommodation

Potential impact of using the on-site camp	Mitigation or enhancement measure
Workforce Management	
Construction and operation of the on-site camp will create direct and indirect employment opportunities for the local community.	• A Local Procurement Plan and Indigenous Procurement Plan are being developed and will be implemented for construction and operation. These plans will be developed in accordance with: – BSC Procurement Policy – Queensland Local Energy Partnerships Plan – Queensland Charter for Local Content. • Provide opportunities for local businesses to submit proposals and tenders and prioritise the use of goods and services that can be sourced locally and are competitive for price and quality. • Encourage subcontractors to employ local workers wherever possible and reasonable. • Develop processes that embed local business and industry procurement strategies into the Project's contracting model. • Engage with the local employment agencies to identify access pathways for local workers. Assess the candidate pool to determine suitable labour, trade, or other employment on the Project. • Set up a dedicated employment opportunity platform on the Project's website in consultation and coordination with the Engineering, Procurement, and Construction (EPC) contractor. • Identify positions where training would allow additional local workers to join the workforce and encourage local workers and businesses to undertake training to provide for specialist works. • Collaborate with local trade/training organisations (such as TAFE) to promote job opportunities with the Project, with enough time to give local community members with enough notice to receive training in Project related skill sets, if desired.
Locating most of the workforce away from nearby townships reduces potential conflicts between residents and disruption to community cohesion.	• The camp will be designed to be largely self-sufficient incorporating its own communications, catering services, recreational facilities, health and safety provisions, and transport shuttle services ensuring workers do not need to visit town for supplies, services or amenities.
Workers would be prohibited from going to town while on shift, limiting their access to activities, facilities and amenities that can support mental health, e.g. social events, gyms and swimming pools, cafes and pubs.	• The camp will be designed to be largely self-sufficient incorporating its own communications, catering services, recreational facilities, health and safety provisions ensuring workers have access to activities, facilities and amenities that can support mental health.

Potential impact of using the on-site camp	Mitigation or enhancement measure
Housing and Accommodation	
Housing availability and affordability will be unaffected by the construction workforce staying at the on-site camp.	• Staying at the on-site camp will be a condition of employment for construction workers. • Workers will be prohibited from renting accommodation in town during construction, unless they are looking to move to the town permanently.
Local Business and Industry Procurement	
Operation and management of the on-site camp will provide opportunities for contracting local businesses to provide goods and services.	• A Local Procurement Plan and Indigenous Procurement Plan are being developed and will be implemented for construction and operation. These plans will be developed in accordance with: – BSC Procurement Policy – Queensland Local Energy Partnerships Plan – Queensland Charter for Local Content. • Conduct market sounding to identify local suppliers. • Host information sessions with the community, local businesses, and prospective contractors/subcontractors about construction timing, workforce estimates, and accommodation needs. • Engage local media including radio, newspaper, and social media to advertise expressions of interest for employment or provision of services or materials. • Consult with BSC, GRC and chambers of commerce to provide their communities and members with relevant details such as Project construction timing, workforce estimates and accommodation requirements. • Provide opportunities for local businesses to submit proposals and tenders and prioritise the use of goods and services that can be sourced locally and are competitive for price and quality. • Encourage subcontractors to employ local workers wherever possible and reasonable – targets will be developed as part of the procurement plans. • Develop processes that embed local business and industry procurement strategies into the Project's contracting model.
Health and Community Wellbeing	
The camp could create additional demand for Council resources such as waste management facilities, potable	• Design on-site workforce accommodation facility in accordance with the Banana Shire Council Planning Scheme 2021 Development Design Code and have a Waste Management Plan in place.

Potential impact of using the on-site camp	Mitigation or enhancement measure
water supplies, etc. Demand negatively impacts the capacity and delivery of services for the community.	• The camp will be designed to be largely self-sufficient incorporating its own water supply, wastewater treatment, electricity, communications.
Workers based on-site are less likely to make use of local businesses in nearby townships, therefore reducing the potential for economic benefits to be realised.	• Operation of the camp will require local goods and services such as catering, laundry, landscaping, etc that will be procured from the local area, where possible. These will provide economic benefits to the local area without the potential negative impacts of an influx of workers staying in town. • While most of the workers will be located on-site, a small proportion (contractors, visiting RWE employees, overflow workers during peak construction periods) will use short-term accommodation in nearby townships. The workers staying off-site will economically benefit local accommodation providers and other businesses such as shops and cafes.
The Theodore Multipurpose Health Service has limited capacity to service demand from construction workers for health and medical services.	• The on-site camp will be self-sufficient with respect to health and emergency services, to minimise demand for local health and emergency services. For example, RWE is considering measures such as providing access to a medical professional and/or telehealth on-site
Increased vehicle movements travelling to and from the site at roster changeovers may increase the risk of traffic accidents, damage to roads, and traffic congestion.	• FIFO workers will be bussed to and from the site at the beginning and the end of their rosters, reducing vehicle movements at peak periods. • Avoiding heavy vehicle movements on school bus routes and during school bus times • DIDO workers will need to comply with the Code of Conduct (CoC) and safe driving standards and policies to manage potential traffic related impacts.

7.1.2 Off-site workforce accommodation

Off-site accommodation to be used during construction comprises short-term accommodation, such as hotels, motels, and other existing camps, located within a safe travel distance to the Project Area (i.e., less than an hour's drive). Only a small proportion of the construction workforce would use this accommodation. The intent is that visiting RWE employees, contractors not associated with the main construction workforce, and workforce overflow during peak construction periods would stay at local short-term accommodation.

During operation, a proportion of operational workers are expected to already reside in the local area. It is possible, that some operational workers may move to the local area to work on the Project. It is expected that they would live in permanent housing in Theodore or another nearby town.

Table 7.2: Impact and mitigation – Off-site workforce accommodation

Phase	Potential impact of using off-site accommodation	Mitigation or enhancement measure
Workforce Management		
Construction	Workers staying in town may display anti-social behaviour causing negative community interactions.	• All workers will be required complete onsite inductions and must comply with the Code of Conduct (CoC). The CoC will align with RWE's workforce policies including expectations for appropriate behaviour. • RWE's Complaints and Enquiries Handling Process will be available to the local community to lodge complaints about workforce behaviour.
Construction	The number of workers staying in town could dominate the local community, creating tensions in the community disrupting community cohesion.	• Only a relatively small number of workers would stay in town at any one time. Most of the construction workforce would stay at the on-site camp. • The number of workers staying in town would be limited by the capacity of accommodation available to cater for the Project. • Engage with BSC, the community and local businesses regarding construction timing, workforce estimates and accommodation requirements. • Workers will be required to comply with the CoC. The CoC will align with RWE's policies, and will include, amongst other aspects: - Principles of behaviour: Guideline for appropriate behaviour that apply to interactions of all workers whether at work or out of work. - Anti-harassment, bullying and discrimination: Sets out the provisions for appropriate conduct, and outlines potential consequences of breech to these provisions. - Occupational health and safety: Requires that all workers understand their obligations to comply with the relevant RWE occupational health and safety procedures and legislative requirements.
Construction	Workers based off-site may find it difficult to gain access to TWF.	• RWE will implement a shuttle bus services where practical to transport workers between town and the Project site. This will also reduce the number of vehicles on the road, reducing the risk of traffic impacts.
Housing and Accommodation		

Phase	Potential impact of using off-site accommodation	Mitigation or enhancement measure
Construction	Use of short-term accommodation may reduce the amount available for tourists and visitors, which could lead to loss of revenue for tourism operators. This may be exacerbated by other proposed developments in the region with anticipated overlapping construction timeframes.	• Regularly consult with local accommodation providers to manage occupancy to maximise use of local accommodation, without preventing its use for major event and holiday purposes. • A small proportion of the construction workforce will use short-term accommodation. Only visiting RWE employees, contractors not associated with the main construction workforce, and workforce overflow during peak construction periods would stay at local short-term accommodation. • RWE will prepare and implement a Workforce Housing and Accommodation Plan which will outline: - objectives and key performance indicators - measures to enhance potential benefits for project workers and the community and to mitigate potential negative social impacts - policies regarding housing and accommodation support to be provided to project workers and their families who wish to live locally. • Explore available accommodation options around the Theodore, Banana, Moura, and Biloela to be able to accommodate workers in other towns during peak visitor periods. • Contact the local accommodation operators and chambers of commerce to provide Project information such as construction timing, workforce estimates and accommodation requirements. • Identify any overlaps with peak demand periods for accommodation and engage with local accommodation operators to develop measures to manage potential cumulative impacts. • Review workforce predictions every six months during construction to ensure that accommodation requirements can be met. • Engage with other Project developers to mitigate potential cumulative impacts which may put additional pressure on the area.
Operation	Use of rental properties by full-time, locally based management staff may reduce the amount of rental accommodation available for locals.	• Maintain a register of local property owners who have expressed an interest in offering dwellings for rent (if this occurs in the future). Provide this register to contractors and subcontractors.

Phase	Potential impact of using off-site accommodation	Mitigation or enhancement measure
	This could negatively impact housing availability and affordability for residents and those seeking to relocate to the region for non-Project related reasons. This may disproportionately affect financially vulnerable groups in the community.	• RWE has committed to working with BSC to assess housing needs in Theodore or other local towns for the operational phase. RWE is currently negotiating an MOU with BSC that will address several matters including housing. • RWE commits to working together with BSC to ensure long term housing benefits to communities surrounding the Project through providing permanent accommodation in a nearby town.
Local Business and Industry Procurement		
Construction / Operation	Use of short- and long-term accommodation will directly support local businesses (accommodation providers).	• A Local Procurement Plan and Indigenous Procurement Plan are being developed and will be implemented for construction and operation. These plans will be developed in accordance with: – BSC Procurement Policy – Queensland Local Energy Partnerships Plan – Queensland Charter for Local Content. • Regularly consult with local property owners and accommodation providers to manage occupancy to maximise use of local accommodation, without preventing its use for major event and holiday purposes.
Construction / Operation	Use of short- and long-term accommodation will increase demand for local accommodation services, potentially generating opportunities for local businesses to capitalise on the demand by increasing accommodation stock and services.	• Regularly consult with local property owners and accommodation providers to manage occupancy to maximise use of local accommodation, without preventing its use for major event and holiday purposes. • Provide a register of local accommodation options and contact details to contractors and subcontractors. • RWE is exploring housing options in townships within an hour's drive to the Project Area to accommodate the operation workforce. • RWE has committed to working with BSC to assess housing needs in Theodore or other local towns for the operational phase. RWE is currently negotiating an MOU with BSC that will address several matters including housing.
Health and Community Wellbeing		

Phase	Potential impact of using off-site accommodation	Mitigation or enhancement measure
Construction	Workers staying in town may increase demand for local goods potentially creating supply shortages for residents and visitors.	• Proactively engage with BSC, chambers of commerce and local businesses to provide Project information such as construction timing, workforce estimates and accommodation requirements to allow them to prepare for additional demand. • Regularly consult with local accommodation providers to manage occupancy to maximise use of local accommodation, without preventing its use for major event and holiday purposes and ensuring visitors are not negatively impacted.
Construction	Workers staying in town may increase the number of vehicle movements within the region which may cause traffic accidents, congestion, and greater damage to roads.	Construction workers will be transported from their place of accommodation to construction site via a bus where practical to reduce the number of vehicles on the road network and associated impacts such as traffic accidents and traffic congestion.
Construction / Operation	Use of existing short-term accommodation may have economic benefits for local businesses such as cafes and shops through workers patronising local businesses while in town. This in turn supports local employment and the local economy.	• A Local Procurement Plan and Indigenous Procurement Plan are being developed and will be implemented for construction and operation. These plans will be developed in accordance with: – BSC Procurement Policy – Queensland Local Energy Partnerships Plan – Queensland Charter for Local Content. • Regularly consult with local property owners and accommodation providers to manage occupancy to maximise use of local accommodation, without preventing its use for major event and holiday purposes. • Preparation and implementation of a CoC applicable to all Project workers during the construction phase.
Construction / Operation	Workers staying in town may increase demand for local community services and facilities, reducing accessibility for the community. This issue may be exacerbated by other proposed large-scale developments occurring in the region around the same time as construction of TWF.	• Workers will be required to use health services provided at the on-site camp to minimise demand for local health services. • Engage with local healthcare, social and emergency service providers to monitor the Project's use (if any) of these facilities. • Preparation and implementation of social impact and value measures, developed in accordance with the Queensland SIA Guideline, which includes: – objectives and key performance indicators

Phase	Potential impact of using off-site accommodation	Mitigation or enhancement measure
		– measures to ensure that the level of service provided to the local community by existing social services, facilities and infrastructure is not reduced – measures to mitigate potential health and wellbeing impacts on local communities, and enhance potential benefits – the level of on-site health services to be provided for workers – details of any workforce CoC to govern worker interactions with local communities – emergency response arrangements and management measures agreed with local emergency service providers, for incidents involving workers, both on and off the Project Area – details of any community development programs to be implemented, and the outcomes to be achieved.

7.2 Infrastructure

This section provides an assessment of the potential positive and adverse impacts of the Project on essential and social infrastructure in the area. It also outlines the proposed mitigation and enhancement measures for each impact.

RWE will enter into infrastructure agreements with BSC and, if required, with TMR regarding impacts on Council or TMR-owned infrastructure, as relevant. The infrastructure agreements will define the extent of infrastructure upgrades required, timing for upgrades and associated costs.

Table 7.3: Impact and mitigation – Infrastructure

Phase	Potential impact	Mitigation or enhancement measure
Construction	The volume of water required during construction would increase demand for the town's water supply, potentially creating water shortages for the community.	• RWE is investing opportunities to reduce water consumption looking at non-water solutions to control dust. • RWE is exploring the opportunity to use on-site bore water. If the tests are unfavourable, RWE may liaise with surrounding landowners regarding access to water. • If needed, RWE would truck water to site.
Construction	Using bore water from on-site sources could reduce groundwater pressure and/or flows for other users in the broader area.	• RWE is exploring the opportunity to use on-site bore water. If the tests are unfavourable, RWE may liaise with surrounding landowners regarding access to water. • If needed, RWE would truck water to site. • RWE is investing opportunities to reduce water consumption looking at non-water solutions to control dust.
Construction	The volume of potable water required to operate the on-site camp would increase demand for the town's water supply, potentially creating water shortages for the community.	• RWE will engage with BSC to ensure any potable water supply for the on-site camp does not create water shortage for the community. • RWE will prepare a Potable Water Strategy for the on-site camp. The principles to be adopted are associated with efficient water use and management, and comprise of: – compliance with local regulations – protocols for sanitation, storage, and hygiene – prioritisation of hydration for worker wellbeing (e.g. provide easily accessible water stations with clean containers; educate workers on water hygiene, etc.) – contingency planning for emergencies and shortages.
Construction	Connecting the on-site to the electricity grid would require additional transmission infrastructure, which, depending on the alignment could require a new easement over properties that are not part of the wind farm. This could mean that more landholders would be affected.	• The on-site camp will not be connected to the grid; therefore, no additional landholders would be impacted. • The on-site camp would be powered using its own generation sources.

Phase	Potential impact	Mitigation or enhancement measure
Construction	An increase in traffic volumes and movements on local and regional roads during construction could create traffic congestion, negatively impact traffic safety, cause road damage, emit dust. Communities would be affected by traffic, potential road accidents, and reduced air quality. Traffic volumes could increase during construction as result of workers commuting to and from the site and transporting project components and construction material.	• Construction workers will be bussed to the on-site camp from the airport to minimise traffic on local and regional roads. • A traffic impact assessment and preliminary route assessment have been undertaken for the Project. These assessments will be updated prior to construction to manage all potential impacts associated with the project. • Relevant permits and agreements with transport infrastructure managers will be secured prior to construction. These include an OSOM permit from the TMR and an infrastructure agreement with BSC and potentially GRC. • A traffic management plan and road use management plan will be developed prior to construction. They will outline measures for traffic control, block out periods such as peak traffic and school pick and drop off times, processes for providing notices to the community and measures to manage noise and dust.
Construction	Septic waste and greywater generated from the on-site camp and construction activities, e.g. washdown water used for vehicles and equipment, could contaminate water and soil, potentially creating public health risks, affecting community amenity of the area and potentially contaminating water resources.	• RWE will engage with BSC to confirm if Council's wastewater treatment facilities can accommodate the volume of septic waste and greywater generated from the on-site camp without compromising services to the community. • No on-site sewage treatment is proposed. • Stormwater, run-off from dust suppression and washdown water will be captured in sediment control devices and construction retention ponds or tanks. Further detail in relation to sediment control devices will be included in an erosion and sediment control plan for the construction phase of the Project. • Wastewater management will be outlined in the Operational Management Plan.
Construction	The volume of waste produced by the Project during construction would increase demand for the Trap Gully landfill, potentially reducing the	• A waste management hierarchy will be implemented in accordance with the *Waste Reduction and Recycling Act 2011*, consisting of elimination, reduction, re-use of materials, recycling and disposal.

Phase	Potential impact	Mitigation or enhancement measure
	capacity of the landfill and limiting the planned lifespan of the facility for community use.	• The approach to waste management during construction is to ensure waste generation is minimised to the greatest extent practicable. • Where waste cannot be avoided, waste materials will be segregated by type where appropriate for the waste management methods available for collection and removal (for processing or disposal) by licensed contractors. • A preliminary Waste Management Plan (WMP) has been developed for the on-site workforce accommodation facility. The preliminary WMP will be further developed into a WMP as part of post-approval works by RWE or the Engineering, Procurement, and Construction (EPC) contractor.
Construction	A health outbreak could occur at the on-site camp, such as a gastrointestinal illness, respiratory illness, etc, requiring health and potentially emergency medical care. This could increase demand for local health and emergency services, potentially reducing access and availability for the local community.	• A private emergency service provider will be contracted to manage emergencies on-site to avoid adding pressure to local services. • A medical professional will be available on-site 24/7. • The Workforce Management Plan will include measures to manage potential health outbreaks including ensuring hygiene and cleanliness, appropriate sanitation, proper food storage and handling, etc.
Construction / Operation	Emergencies could occur on-site during construction or operation. Emergencies could involve workers such as accidents on-site or put other people at risk such as an uncontained facility fire. Emergency events would increase demand for local emergency services including the Rural Fire Service, Queensland Police Service (QPS), Queensland Fire Department (QFD) and Queensland Ambulance Service (QAS). On-site emergencies could draw these emergency services away from other towns reducing the availability of those services, even temporarily from those communities.	• A private emergency service provider will be contracted to manage emergencies on-site to avoid adding pressure to local services. • The private emergency service provider will be deployed to assist with local community emergencies to supplement local services, when required. • RWE employees who are appropriately trained will also be deployed to assist with local emergencies, when required.
Construction / Operation	An accidental fire could occur on-site during construction or operation, potentially becoming uncontained spreading outside the Project area putting host properties and nearby properties at risk.	• The Project design includes firebreaks to manage the risk of an accidental fire from spreading. • A private emergency service provider will be contracted to manage emergencies on-site to avoid adding pressure to local services.

Phase	Potential impact	Mitigation or enhancement measure
		• Appropriate firefighting equipment and water sources will be available on-site to manage accidental fires. • The construction environment management plan and operational management plan will contain measures to manage accidental fires and bushfires on-site.
Construction / Operation	Telecommunication coverage in the Project area is unreliable. There is an opportunity for the Project to provide a legacy benefit for the community by improving telecommunication coverage.	• RWE is assessing permanent and temporary communication solutions for the Project, including assessing opportunities to improve telecommunications infrastructure / coverage for the community.
Operation	Wind turbines could interfere with communication networks, radars, trigonometrical stations and GPS and broadcast signals. Interference could negatively affect signal strength and quality affecting performance and service delivery for users.	• The Project has been designed to avoid impacting these services. An electromagnetic interference assessment was undertaken and confirms that the Project will have no material impact on these services. • RWE is assessing permanent and temporary communication solutions for the Project, including assessing opportunities to improve telecommunications infrastructure / coverage for the community.
Operation	Wind turbines could interfere with the Bureau of Meteorology's (BOM) Taroom radar, potentially impacting the ability of the radar to detect and predict weather events. This could in turn affect BOM's ability to provide accurate weather forecasts and severe weather warnings.	• RWE is working with BOM to understand the potential impacts of the Project on the Taroom radar and develop appropriate measures to appropriately mitigate any impacts to ensure BOM's services are not significantly affected.
Operation	Wind turbines would create an obstacle for aircraft operating in the area, potentially creating an aviation safety risk. Landholders in the broader area are known to use helicopter mustering.	• RWE proactively engaged with nearby landholders to provide details of met mast locations. • RWE has also provided details of met mast locations to other local pilots, aviation businesses, and AirServices Australia for inclusion on navigation charts. • RWE will also provide these stakeholders with details of wind turbines ahead of construction commencing.

8. Proposed forward engagement plan

RWE has continued to engage with the community and stakeholders on the Project since the development application was submitted. Table 8.1 presents the proposed engagement activities to resolve key matters relating to workforce accommodation and infrastructure needs, deliver benefits to the community and stakeholders, and continue consulting with the community and key stakeholders regarding the Project.

Table 8.1 Proposed forward engagement plan

Stakeholders	Key mitigation/management actions	Status	Broad Key Performance Indicators	Monitoring Mechanism
• Gladstone Regional Council • Rockhampton Regional Council • Western Downs Regional Council • North Burnett Regional Council • Theodore Chamber of Commerce • Biloela Chamber of Commerce • Gladstone Chamber of Commerce and Industry	Engage with councils and chambers of commerce to keep them updated on the Project and discuss issues such as route assessment.	Ongoing	• Councils and chambers are well informed of the Project • Councils and chambers updated at Project milestones or Project changes • Gladstone Regional Council provide input into route assessment	• SET Governance Framework • Stakeholder and Communication Plans level of alignment with best practice standards and compliance with regulatory obligations
Accommodation providers	Engage with local short-term accommodation providers to confirm availability and capacity during construction to cater for peak construction workforce and specialist consultants	In development	• Identify and quantify the number of short-term accommodation facilities and rooms available at the expected time of construction.	• SET Governance Framework • Local participation framework • Workforce management framework
Local businesses	Engage with local businesses to explore opportunities for procurement services for development and operation of the on-site workforce accommodation and construction of wind farm and associated infrastructure.	In development	• Number of local businesses identified	• Local participation framework • Indigenous participation framework • Local and Indigenous participation plans level of alignment with best practice standards and compliance with regulatory obligations

• Banana Shire Council • Theodore Chamber of Commerce • Biloela Chamber of commerce • Gladstone Chamber of Commerce and Industry • Gladstone Regional Council • Rockhampton Regional Council • Western Downs Regional Council • North Burnett Regional Council • Local business • WWNAC	Develop and implement a Local Participation Plan and Indigenous Participation Plan.	In development	• Number of local/regional businesses contracted to provide goods and/or services to the Project • Value of contract with local/regional businesses to provide goods and/or services to the Project	• Local participation framework • Indigenous participation framework • Local and Indigenous participation plans level of alignment with best practice standards and compliance with regulatory obligations
Banana Shire Council	Finalise MoU and infrastructure agreement	Ongoing	• Signed MoU and Infrastructure Agreement	• MOU and Infrastructure Agreement framework
	Preliminary discussions availability and capacity of infrastructure, services, and construction materials potentially including potable water, waste facilities, etc.	Ongoing	• Availability, capacity and quantity of infrastructure, services, and construction materials confirmed. • If required, reach an agreement with BSC regarding sharing infrastructure, services and materials.	• SET Governance Framework • Stakeholder and Communication Plans level of alignment with best practice standards and compliance with regulatory obligations
Landowners, fenceline neighbour, near	Implement the community sponsorship fund	Ongoing	• Number of applications received	• Community sponsorship governance framework

neighbours and wider community			• Number of successful applications • Value of sponsorships disbursed	
	Develop and implement the community benefit fund	Ongoing	• Develop the community benefit fund.	• Community benefit fund governance framework
	Develop and implement neighbours benefit package	In development	• Develop the neighbours benefit package. • Number of neighbours receiving benefits. • Value of benefits disbursed.	• Neighbours benefit package governance framework
	Discuss opportunities to access water with host landowners.	In development	• Opportunities to access water are identified and documented.	• SET Governance Framework
Health and emergency services	Develop Bushfire Management Plan in consultation with RFS and Queensland Fire Department (QFD).	In development	• RFS and QFD endorse the BMP.	• BMP monitoring framework.
Infrastructure and material suppliers	Engage with local construction material suppliers and quarry owners to understand availability and capacity of local construction materials.	In development	• Availability and capacity of local construction materials are quantified.	• SET Governance Framework • Stakeholder and Communication Plans level of alignment with best practice standards and compliance with regulatory obligations
Telecommunication providers	Engage with telecommunication providers to discuss telecommunication infrastructure opportunities.	In development	• Telecommunication infrastructure opportunities are identified and documented	• OHS framework
Australia Pacific LNG Pty Limited	Finalise agreement with Australia Pacific LNG Pty Limited for the pipeline crossings.	In development	• Signed pipeline crossing agreement between RWE and Australia Pacific LNG Pty Limited	• SET Governance Framework
BoM	Follow up with the Bureau of Meteorology (BoM) regarding potential mitigation options for impacts on the Taroom radar.	Ongoing	• Mitigations agreed and implemented.	• SET Governance Framework • Agreement with BoM.

Aviation	Share met mast and WTG locations, as the project progresses, with local pilots, aviation businesses, and AirServices Australia for inclusion on navigational charts.	Ongoing	• Met mast and WTG locations are shared with all local pilots, aviation businesses, and AirServices Australia.	• SET Governance Framework

9. Summary and conclusion

9.1 Workforce accommodation

9.1.1 Construction

RWE's workforce accommodation strategy for the construction phase comprises using:

- An on-site camp with around 400 beds to accommodate most of the construction workforce. The camp will be largely self-sufficient incorporating its own temporary infrastructure and services.
- Short-term accommodation, such as hotels, motels and other existing camps, located within a safe travel distance to the Project area (i.e., less than an hour drive) to accommodate a small proportion of the construction workforce. Visiting RWE employees, contractors not associated with the main construction workforce, and workforce overflow during peak construction periods would stay at local short-term accommodation.

Using an on-site camp ensures that potential negative social impacts associated with a large influx of FIFO/DIDO workers staying in Theodore and nearby towns will be avoided. Potential positive social impacts will be realised through a small proportion of the construction workforce staying in town at short-term accommodation. Workers staying in town will contribute to the local economy and support community cohesion.

Potential workforce demands on social infrastructure and services will be minimised through providing health and medical care on-site. A private emergency services contractor will also be engaged to ensure that any emergencies that occur on-site will not draw local emergency services capacity away from the community.

The Project will not impact on the local housing market, as workers who do not already reside in Theodore or nearby towns will stay at short-term accommodation while on shift. The Project will not create additional demand for rental housing or houses for sale.

RWE supports BSC's Major Projects Housing Demand & Levy Policy and has committed to provide permanent accommodation in a town near to the Project. These houses would be delivered during the operational phase of the Project, increasing housing availability in the local area.

RWE's workforce accommodation strategy, proposed management measures and commitments to the community:

- ensure that using the on-site camp does not result in adverse impacts on surrounding communities and townships, such as overburdening services and community facilities (PO16)
- ensure that using off-site accommodation (short-term accommodation) does not result in adverse impacts on surrounding communities and townships, such as overburdening services, housing supply and community facilities (PO17).

9.1.2 Operation

A proportion of the operational workforce is expected to reside locally. RWE will give preference to locals for operational opportunities. However, it is acknowledged some operational workers may be employed on a FIFO or DIDO arrangement and will likely to be employed to undertake maintenance, which is typically short-term. FIFO/DIDO workers will stay at short-term accommodation at towns within a safe driving distance to Project Area.

For the operational phase, RWE, in consultation with BSC, is committed to funding the construction of new housing in Theodore or other nearby towns, where practical. RWE is committed to work with BSC to assess housing needs for the operational phase and is currently negotiating an MOU with BSC that will address several matters including housing.

9.2 Infrastructure

RWE has commenced negotiations with BSC to develop an MOU and infrastructure agreement for the Project, which will address potential impacts on Council-owned infrastructure. RWE will also consult with other infrastructure providers regarding the Project's needs, as relevant.

Further, a traffic impact assessment has been undertaken, and a road use management plan will be developed in addition to securing permits from TMR for any upgrades required for State-controlled roads. An infrastructure agreement with TMR will also be developed, if required.

RWE will also develop local procurement plans that will prioritise source materials for the Project locally. These plans will carefully consider the capacity and capability of local suppliers to minimise disruptions to existing supply chains. To inform the plan, RWE will undertake a study to quantify the availability of materials required for the Project and in consultation with Council and other key stakeholders determine the potential impact on Council and the community. The objective of the study is to ensure that the Project does not result in a significant impact on infrastructure, services and availability of materials for the local community.

RWE's approach to delivering the Project ensures that the Project's potential impacts on infrastructure and services including social infrastructure, communications networks and essential infrastructure are identified, and measures to manage, mitigate and remediate any impacts are undertaken:

- Prior to commencement of any development, or
- Prior to additional demand being placed on infrastructure and services.

10. References

BSC (2024) Banana Shire Local Housing Action Plan – adopted 24 August 2024.

BSC (2025) Banana Shire Council website, accessed 3 April 2025.

ERM (2024a) Accommodation Options Report, Appendix B - Socio-Economic Impact Analysis, Theodore Wind Farm, v3.0.

ERM (2024b) Socio-Economic Impact Analysis, Theodore Wind Farm, v4.

RWE (2024) Community & Stakeholder Engagement Plan, Theodore Wind Farm, v4.

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Appendix A

Letter of support

Council Chambers
62 Valentine Plains Road
Valentine Plains
Biloela Qld 4715

All Correspondence to
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ABN 85 946 116 646

Your Reference:
Our Reference: NF:CW:jma (ID.93626)
Contact:

20 March 2025

RWE Renewables Australia
ATTN: Ms Heidi Creighton
Head of Theodore Energy Park
Suite 5, Level 9
350 Collins Street
MELBOURNE VIC 3000

Dear Heidi

Re: Support for planning application to Queensland Government

Banana Shire Council strongly supports RWE Renewables Australia's planning application to the Queensland Government for Theodore Wind Farm.

Banana Shire will host significant infrastructure and renewable energy project investment over the next 10 to 15 years. The area is already the subject of the State's first Renewable Energy Zone (REZ) Readiness Assessment and housing implications is one of the key pillars of that assessment.

RWE Renewables Australia, through the Theodore Wind Farm project, has shown consistent and proactive collaboration with Banana Shire Council and the local community. RWE Renewables Australia is demonstrating ongoing commitment to implementation of the Banana Shire Major Projects Housing Demand & Levy Policy and the wider community through establishment of a Memorandum of Understanding

Without adequate accommodation for the workforce needed to complete and operate these projects, the timelines and success of these developments are at risk, adding further strain to an already limited housing supply.

The high-level concepts proposed for the Memorandum of Understanding between RWE Renewables Australia and Banana Shire Council include:

- RWE commits to working together with the Banana Shire Council to ensure long term housing benefits to the communities surrounding the Theodore Wind Farm through provision of permanent accommodation in a nearby town. RWE commits to providing at least 10 permanent dwellings.

- RWE will commit to working with the Banana Shire Council to providing regular updates on operational staff predictions. Banana Shire Council

and RWE will work together to ensure that the location of the proposed housing optimises for: Local community outcomes, appropriate locality to site for operational staff, planning and council services provision, and community support.

- Banana Shire Council will undertake review of town plans and planning overlays to help steer the best locations for the proposed dwellings.

- RWE commits to continuing to work together to ensure that the proposed onsite accommodation camp is optimised for community, council, and worker outcomes while facilitating efficient construction

Banana Shire Council appreciates the time, energy and value with which RWE Renewables Australia has approached and progressed project development of Theodore Wind Energy Park and associated worker accommodation and housing actions.

Banana Shire Council anticipates that this letter will positively support RWE Renewables Australia's project proposition and planning application with the Queensland Government.

Should you require any further assistance, please do not hesitate to contact my office on 07 4992 9500.

Yours sincerely

Cr Neville Ferrier
MAYOR – BANANA SHIRE COUNCIL

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Appendix B

Commitments register

Key Matter	Commitment	Stakeholders	Phase
Community and stakeholder engagement	Continue to engage directly with the WWNAC.	WWNAC	Ongoing
All	Maintain and update the CSEP and FNECP to reflect changing circumstances, community feedback and ongoing improvements in the community engagement approach.	All	Construction/Operation
Housing and Accommodation	Design on-site workforce accommodation in accordance with the BSC Planning Scheme 2021 Development Design Code, including provision of a Waste Management Plan.	BSC Contractors and subcontractors	Pre-construction
Housing and Accommodation	Design on-site workforce accommodation to be largely self-sufficient, incorporating its own water supply, wastewater treatment, electricity, communications.	Workforce Contractors and subcontractors	Pre-construction
Local Business and Industry Procurement	Procure goods and services for the on-site camp from the local area where possible, such as catering, laundry, landscaping, etc.	Local businesses	Construction
Workforce Management	Bus FIFO workers to and from the site at the beginning and end of their rosters.	Workforce	Construction
Workforce Management	Prepare and implement a Code of Conduct for DIDO workers to maintain safe driving standards.	Workforce	Pre-construction/ Construction/ Operation
Community and stakeholder engagement	Proactively engage with BSC, chambers of commerce and local businesses to provide Project information such as construction timing, workforce estimates and accommodation requirements to allow them to prepare for additional demand.	BSC Local businesses	Ongoing
Workforce Management	Prepare and implement a Code of Conduct applicable to all Project workers during the construction phase.	Workforce	Pre-construction/Construction
Health and Community Wellbeing	Develop and implement the community sponsorship fund, community benefit fund and neighbours benefit package.	Landowners Fenceline neighbours Near neighbours Wider community	Pre-construction/Construction/Operation
Health and Community Wellbeing	Prepare and implement a Health and Community Wellbeing Plan.	Workforce	Pre-construction/Construction/Operation
Community and stakeholder engagement	Engage with local healthcare, social and emergency service providers to monitor the Project's use (if any) of these facilities.	Local healthcare, social and emergency service providers	Construction/Operation
Workforce Management	Implement conditions of employment to ensure construction workers stay at the on-site camp.	Workforce	Construction
Housing and Accommodation	Prepare and implement a Workforce Housing and Accommodation Plan.	Workforce BSC Local accommodation operators	Pre-construction/Construction/Operation
Housing and Accommodation	Explore available accommodation options around the Theodore, Banana, Moura, and Biloela to be able to accommodate workers in other towns during peak visitor periods.	Local accommodation operators	Pre-construction
Housing and Accommodation	Contact the local accommodation operators and chambers of commerce to provide Project information such as construction timing, workforce estimates and accommodation requirements.	Local accommodation operators	Pre-construction/Construction/Operation
Housing and Accommodation	Identify any overlaps with peak demand periods for accommodation and engage with local accommodation operators to develop measures to manage potential cumulative impacts.	Local accommodation operators	Pre-construction/Construction/Operation
Housing and Accommodation	Review workforce predictions every six months during construction to ensure that accommodation requirements can be met.	Workforce BSC Local accommodation operators	Pre-construction/construction
Community and stakeholder engagement	Engage with other Project developers to mitigate potential cumulative impacts which may put additional pressure on the area.	Other Project developers	Pre-construction/Construction

Key Matter	Commitment	Stakeholders	Phase
Housing and Accommodation	Regularly consult with local property owners and accommodation providers to manage occupancy to maximise use of local accommodation, without preventing its use for major event and holiday purposes.	Local accommodation operators	Pre-construction/Construction/Operation
Housing and Accommodation	Proactively work with BSC to assess housing needs in Theodore or other local towns for the operational phase of the Project.	BSC	Pre-construction/Construction/Operation
Housing and Accommodation	Work together with BSC to ensure long term housing benefits to communities surrounding the Project through providing permanent accommodation in a nearby town.	BSC	Pre-construction/Construction/Operation
Housing and Accommodation	Provide at least 10 permanent dwellings in Theodore or other local towns.	BSC	Operation
Community and stakeholder engagement	Engage with Councils and chambers of commerce to keep them updated on the Project and discuss issues such as route assessment.	Relevant local Councils	Ongoing
Infrastructure	Develop Bushfire Management Plan in consultation with Rural Fire Services and Queensland Fire Department.	Rural Fire Services Queensland Fire Department	Pre-construction
Infrastructure	Reduce water consumption, including investigating non-water solutions to control dust.	Workforce Project contractors and subcontractors	Pre-construction
Infrastructure	Utilise on-site bore water as far as practicable.	Workforce Project contractors and subcontractors	Construction
Community and stakeholder engagement	Engage with BSC to ensure any potable water supply for the on-site camp does not create water shortage for the community.	BSC	Pre-construction
Infrastructure	Prepare a Potable Water Strategy for the on-site camp, including principles associated with efficient water use and management.	Workforce BSC	Pre-construction
Infrastructure	Avoid impacts to landholder power supply by powering the on-site camp off-grid via hybrid diesel-solar/battery systems.	Workforce Nearby landholders	Construction
Infrastructure	Update Project Traffic Impact Assessment and Preliminary Route Assessment prior to construction to manage all potential impacts.	Relevant local Councils Department of Transport and Main Roads	Pre-construction
Infrastructure	Secure relevant permits and agreements with transport infrastructure managers prior to construction.	Relevant local Councils Department of Transport and Main Roads	Pre-construction
Infrastructure	Develop a Traffic Management Plan and Road Use Management Plan prior to construction.	Relevant local Councils Department of Transport and Main Roads	Pre-construction
Community and stakeholder engagement	Engage with BSC to confirm if Council's wastewater treatment facilities can accommodate the volume of septic waste and greywater generated from the on-site camp without compromising services to the community.	BSC	Pre-construction
Infrastructure	Store septic waste within raw sewerage holding tanks and periodically pump out to dispose of raw efluent at an off-site wastewater treatment plant.	Workforce BSC	Construction
Infrastructure	Develop an Erosion and Sediment Control Plan prior to construction, including measures for management of stormwater, run-off from dust suppression and washdown water.	Workforce BSC	Pre-construction
Housing and Accommodation	Develop an Operational Management Plan for the on-site camp, including provisions for wastewater management.	Workforce BSC	Pre-construction/Construction
Infrastructure	Implement a waste management hierarchy in accordance with the *Waste Reduction and Recycling Act 2011*, consisting of elimination, reduction, re-use of materials, recycling and disposal.	Workforce BSC	Construction
Infrastructure	Minimise waste generation to the greatest extent practicable.	Workforce BSC	Construction
Infrastructure	Segregate all waste materials where appropriate for the waste management methods available for collection and removal (for processing or disposal) by licensed contractors.	Workforce BSC	Construction
Infrastructure	Further develop preliminary Waste Management Plan for the on-site camp.	Workforce BSC	Pre-construction

Key Matter	Commitment	Stakeholders	Phase
Community and stakeholder engagement	Provide local pilots, aviation businesses, AirServices Australia and nearby landholders with details of wind turbines ahead of construction commencing.	Local pilots Aviation businesses AirServices Australia Nearby landholders	Pre-construction
Infrastructure	Finalise agreement with Australia Pacific LNG Pty Limited for the pipeline crossings.	Australia Pacific LNG Pty Limited	Pre-construction
Health and Community Wellbeing	Contract a private emergency service provider to manage emergencies on-site to avoid adding pressure to local services.	Workforce	Pre-construction/Construction/Operation
Workforce Management	Ensure a medical professional is available at the on-site camp 24/7.	Workforce	Construction/Operation
Infrastructure	Provide appropriate fire-fighting equipment and water sources on-site to manage accidental fires.	Rural Fire Services Queensland Fire Department	Construction/Operation
Health and Community Wellbeing	Ensure Construction Environment Management Plan and Operational Management Plan include measures to manage accidential fires and bushfires on-site.	Rural Fire Services Queensland Fire Department	Pre-construction/Construction/Operation
Infrastructure	Develop appropriate measures to appropriately mitigate any impacts to the BoM's services, including the Taroom radar.	BoM	Pre-construction
Infrastructure	Identify permanent and temporary communications solutions for the Project, including opportunities to improve telecommunications infrastructure/coverage for the community.	Telecommunication providers Local community	Pre-construction
Community and stakeholder engagement	Engage with telecommunication providers to discuss telecommunication infrastructure opportunities.	Telecommunication providers	Pre-construction
Community and stakeholder engagement	Proactively engage with nearby landholders to provide details of met mast locations.	Nearby landholders	Pre-construction
Local Business and Industry Procurement	Undertake a study to quantify the availability of materials required for the Project, including engagement with local suppliers and quarries.	BSC Local suppliers and businesses	Pre-construction
Local Business and Industry Procurement	Develop a Memorandum of Understanding and infrastructure agreement with Banana Shire Council.	BSC	Pre-construction
Local Business and Industry Procurement	Encourage local employment via hiring mandates, partnerships and contracting.	Local community Contractors and subcontractors	Construction
Local Business and Industry Procurement	Conduct market sounding to identify local suppliers.	Local businesses	Pre-construction
Local Business and Industry Procurement	Host information sessions with the community, local businesses, and prospective contractors/subcontractors about construction timing, workforce estimates, and accommodation needs.	Local community Local businesses Contractors and subcontractors	Pre-construction
Community and stakeholder engagement	Engage local media including radio, newspaper, and social media to advertise expressions of interest for employment or provision of services or materials.	Local media Local community Local businesses Contractors and subcontractors	Pre-construction
Local Business and Industry Procurement	Consult with BSC, GRC and chambers of commerce to provide their communities and members with relevant details such as Project construction timing, workforce estimates and accommodation requirements.	Relevant local Councils	Pre-construction
Local Business and Industry Procurement	Provide opportunities for local businesses to submit proposals and tenders and prioritise the use of goods and services that can be sourced locally and are competitive for price and quality.	Local businesses Contractors and subcontractors	Pre-construction
Local Business and Industry Procurement	Develop processes that embed local business and industry procurement strategies into the Project’s contracting model.	Local businesses Contractors and subcontractors	Construction
Local Business and Industry Procurement	Develop a Local Procurement Plan and Indigenous Procurement Plan that will prioritise local sourcing of material.	BSC Local suppliers and businesses	Pre-construction
Local Business and Industry Procurement	Provide a register of local accommodation options and contact details to contractors and subcontractors.	Local accommodation operators Project contractors and subcontractors	Pre-construction
Workforce Management	Provide opportunities for local businesses to submit proposals and tenders and prioritise the use of goods and services that can be sourced locally and are competitive for price and quality.	Local businesses Contractors and subcontractors	Pre-construction

Key Matter	Commitment	Stakeholders	Phase
Workforce Management	Encourage subcontractors to employ local workers wherever possible and reasonable.	Local businesses Contractors and subcontractors	Construction
Workforce Management	Develop processes that embed local business and industry procurement strategies into the Project's contracting model.	Local businesses	Pre-construction
Workforce Management	Set up a dedicated employment opportunity platform on the Project's website in consultation and coordination with the Engineering, Procurement, and Construction (EPC) contractor.	Local community Local businesses Contractors and subcontractors	Pre-construction
Workforce Management	Prepare and implement a Code of Conduct for workers staying off-site in accordance with RWE's workforce policies.	Workforce	Pre-construction/ Construction/ Operation
Workforce Management	Make RWE's Complaints and Enquiries Handling Process available to the local community to lodge complaints about workforce behaviour.	Local community	Ongoing
Workforce Management	Minimise the number of workers staying in town at any one time.	Local accommodation operators BSC Workforce	Construction
Community and stakeholder engagement	Engage with BSC, the community and local businesses regarding construction timing, workforce estimates and accommodation requirements.	BSC Local communities Local businesses and suppliers	Pre-construction
Workforce Management	Implement a shuttle bus service where practical to transport workers staying off-site between town and the Project site.	Workforce	Construction
Community and stakeholder engagement	Engage with the local employment agencies to identify access pathways for local workers. Assess the candidate pool to determine suitable labour, trade, or other employment on the Project.	Local employment agencies Local community Contractors and subcontractors	Pre-construction
Workforce Management	Identify positions where training would allow additional local workers to join the workforce and encourage local workers and businesses to undertake training to provide for specialist works.	Local trade/training organisations Local community	Pre-construction
Workforce Management	Collaborate with local trade/training organisations (such as TAFE) to promote job opportunities with the Project, with enough time to give local community members with enough notice to receive training in Project related skill sets, if desired.	Local trade/training organisations Local community	Pre-construction

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