



# **Appendix F**

## Social Impact Assessment



**Attexó**  
APEM Group

# Social Impact Assessment

## Tully BESS

Prepared for: RWE Renewables Australia Pty Ltd

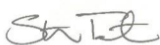
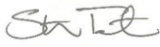
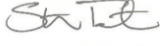
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# Executive summary

## Introduction and purpose

RWE Renewables Australia (RWE) is seeking to develop a battery energy storage system (BESS) project (the Project) south of Tully in the Cassowary Coast local government area (LGA) in Far North Queensland (FNQ). Grid connection is proposed via the neighbouring Powerlink 132 kV substation.

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

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

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

## Project overview

RWE is seeking to develop the proposed Tully BESS (the Project) across a 28.7 hectare (ha) site (the Project Site), consisting of two freehold parcels, Lot 1 on RP735276 and Lot 1 on RP852238. Grid connection is proposed via the neighbouring Powerlink 132 kV Tully substation, located to the northeast on Lot 1 on RP716718.

The Site is located approximately 4 km south-west of the township of Tully in far north Queensland.

## Construction

Construction duration will be up to 18-months and proposed to commence in 2027.

Up to 60 full-time equivalent (FTE) jobs are required during construction. During peak construction, there will be up to 30 workers required.

The construction workforce is anticipated to be sourced from local and regional area (Tully, and Cassowary Coast, Cairns and Townsville LGAs). Non-resident workers (workers who live more than 1 hour from the Project site) are anticipated to stay in existing short-term accommodation in the Cassowary Coast LGA (Tully, Mission Beach, Innisfail). Temporary onsite accommodation will be explored to house a portion of the construction workforce if required and in consultation with Cassowary Coast Regional Council (CCRC).

## Operation and decommissioning

The operational life of the BESS is about 20 years. Operation is anticipated to commence in 2028. Up to 3 ongoing jobs are required during operation. The BESS will be operated remotely.

The BESS will be monitored remotely 24/7 remotely. An operational team of up to 3 FTEs (based in Queensland) will operate the facility.

At the end of the 20-year operational period a determination will be made whether to extend the life of the facility, repower the facility or decommission the facility. The potential of the Project to operate past the original lifespan will depend on the market conditions and the condition of the BESS equipment at the time.



Decommissioning will be addressed as part of a Decommissioning Management Plan but would typically consist of removal of all above-ground infrastructure for recycling or disposal and reinstatement of all disturbed land to return the site to agricultural use. The land will be returned to its pre-existing condition, or an improved state, to allow for rural use.

## Methodology

The methodology for this SIA was developed to address the requirements of the Planning Act and SIA Guideline. The approach was tailored with consideration of the nature and scale of the project and the likely scope and significance of the Project's potential social impacts.

The SIA process includes the 6 phases: scoping, baseline analysis, impact assessment, impact mitigation and benefit enhancement, management plan, and monitoring, review and update. Community and stakeholder engagement informs all phases of the process.

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

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

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

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

## Impact assessment

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

- Workforce management
  - Increased employment opportunities during construction and operation
  - Increased skills development and training opportunities during construction.
- Local business and industry procurement
  - Increased economic activity and industry diversification for local and regional businesses during construction and operation (benefit)
- Health and community wellbeing
  - Increased community investment opportunities
  - Improved electricity network reliability.

There are no potential negative impacts of the Project with a residual significance rating of medium or higher. Around half of all negative impacts identified are limited to the 18-month construction period. Over the longer operational phase, potential adverse effects are minimal, with all identified negative impacts rated as negligible or low after mitigation. The SIA findings highlight a Project where proactive management limits short-term disruptions and supports enduring benefits.

## Additional community investment opportunities

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



- Workforce development
  - Provide scholarships and bursaries for local students undertaking TAFE and university study in the region to build long-term local skills capacity.
- Housing and accommodation
  - Partner with government and other proponents to convert temporary workforce camps into permanent regional facilities for crisis housing and non-resident workers.
- Local business, tourism and industry
  - Promote or support regional tourism experiences (e.g. Tully Sugar Mill tours).
  - Support relocation of the Australian Sugar Museum to Tully to strengthen local identity and visitor economy.
- Health, wellbeing and community services
  - Support health and youth programs, including targeted initiatives for the local Aboriginal community.
  - Support or assist community transport services for older residents.
  - Invest in arts and cultural initiatives such as the Tully Arts Precinct and community performance programs.
  - Support the Land and Sea Ranger Program.
- Environment and conservation
  - Partner with local natural resource management and conservation groups.
  - Work with Traditional Owners on environmental management programs.
  - Invest in habitat connectivity corridors and local ecological restoration.
  - Support invasive species management, including pond apple control and prevention.

## Conclusion

Overall, the impact assessment concluded that the Project would result in no potential negative impacts of the Project with a residual significance rating of medium or higher. Conversely, the assessment identified five potential positive impacts of the Project with a residual significance rating of medium or higher.

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

The social impact management and monitoring framework prepared is intended to provide a tool for the ongoing implementation and monitoring of potential Project impacts. In addition, the framework provides a means of oversight for ensuring the ongoing effectiveness and relevancy of the management measures.



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## Abbreviations and acronyms

Abbreviation/acronym	Definition
ABS	Australian Bureau of Statistics
AEMO	Australian Energy Market Operator
ALC	Agricultural Land Classification
BESS	Battery energy storage system
CBA	Community benefit agreement
CCRC	Cassowary Coast Regional Council
CWA	Country Women's Association
DA	Development application
DCCEEW	Department of Climate Change, Energy, the Environment and Water
DSDIP	Department of State Development Infrastructure and Planning
DTMR	Department of Transport and Main Roads
FNQ	Far North Queensland
FTE	Full-time equivalent
ICN	Industry Capability Network
km	Kilometres
km/hr	Kilometres per hour
kV	Kilovolt
L	litres
LGA	Local government area
MCU	Material Change of Use
MW	Megawatt
OTHL	Overhead transmission line
PALM	Pacific Australia Labour Mobility
Planning Act	<i>Planning Act 2016</i>
PO	Performance outcome
QAS	Queensland Ambulance Service
QFD	Queensland Fire Department
QPS	Queensland Police Service
QGSO	Queensland Government Statisticians Office
RTO	Registered training organisation
SAL	Suburbs and localities
SARA	State Assessment and Referral Agency



Abbreviation/acronym	Definition
SDAP	State Development Assessment Provisions
SES	State Emergency Services
SIA	Social impact assessment
SIMP	Social Impact Management Plan
SME	Small-to-medium enterprises
TAFE	Technical and Further Education



# 1. Introduction

RWE Renewables Australia (RWE) is seeking to develop a battery energy storage system (BESS) project (the Project) south of Tully in the Cassowary Coast local government area (LGA) in Far North Queensland (FNQ). Grid connection is proposed via the neighbouring Powerlink 132 kV substation.

## 1.1 Background and purpose of the SIA

The Project requires development approval for a Material Change of Use (MCU) under the *Planning Act 2016* (Planning Act).

In Queensland, social impact assessment (SIA) is required for development prescribed in Planning Act to be development requiring an SIA. As of Friday 12 December 2025, the BESS development needs to demonstrate that either:

- a community benefit agreement has been entered into for development requiring social impact assessment, or
- where a community benefit agreement has not been entered, social impacts of the development, including workforce accommodation, local business and industry impacts, community health and well-being, are identified, managed, mitigated, counterbalanced and monitored.

RWE engaged Attexo to prepare the SIA for the Project in November 2025. This SIA has been prepared to support the Project's Development Application for an MCU and prepared in accordance with the Queensland Government's *Social Impact Assessment Guideline* (SIA Guideline).

The purpose of an SIA is to identify and assess potential social impacts of a project on potentially impacted communities throughout the project's lifecycle. The impact assessment is documented in this report along with social impact mitigation and benefit enhancement measures (referred to as 'management measures') for any potentially significant social impacts, and an associated monitoring and reporting framework. In accordance with the SIA Guideline, this SIA address the following key matters:

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

## 1.2 Project overview

RWE is seeking to develop the proposed Tully BESS (the Project) across a 28.7 hectare (ha) site (the Project Site), consisting of two freehold parcels, Lot 1 on RP735276 and Lot 1 on RP852238. Grid connection is proposed via the neighbouring Powerlink 132 kV Tully substation, located to the northeast on Lot 1 on RP716718.

The Site is located approximately 4 km south-west of the township of Tully in far north Queensland.

The Project will have a capacity of up to 200 MW for a duration of 4 hours and is proposed to take electricity from the grid in periods of low demand, and feed back into the grid at periods of high demand.

The location of the Project is shown in Figure 1.

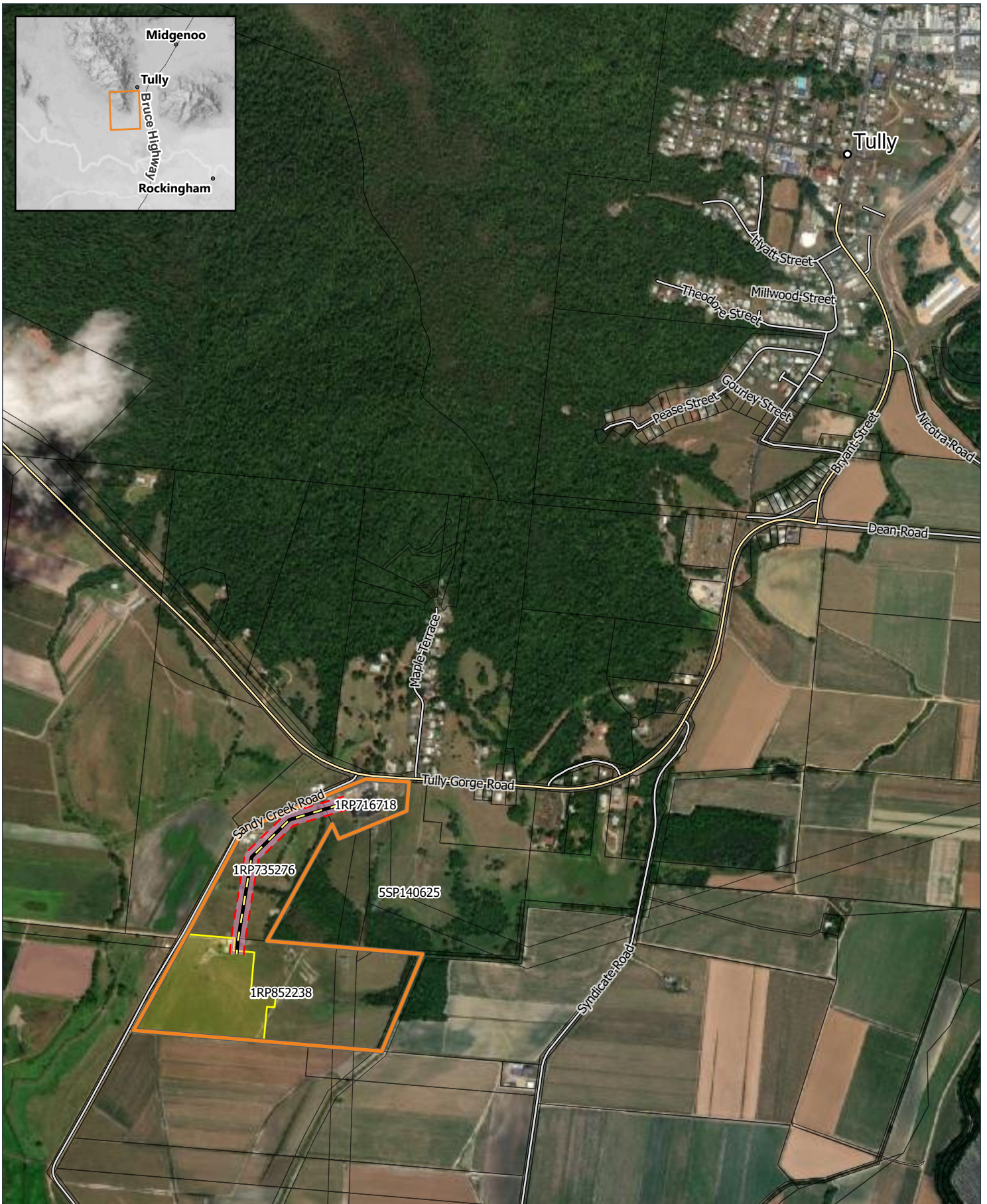
The Project Site was carefully selected based on various technical, environmental and locational factors:

- The Far North Queensland (FNQ) region has been identified by AEMO and Powerlink as experiencing reduced system strength, and the proposed Battery BESS will support grid stability and reliability in the region.
- The site is strategically located adjacent to the Tully Substation, complementing the substation upgrades and improving network resilience. One of the few BESS's collocated near a distribution and transmission substation



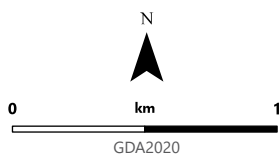
across the National Electricity Market (NEM), providing a unique opportunity to efficiently support the regional electricity network.

- The site is in a rural area currently used for cattle grazing and requires minimal vegetation clearing or habitat disturbance, with site access provided via a dedicated 4-kilometre bypass from the Bruce Highway.



**Project Location**  
**Figure 1**

DWG No: RWE-002-013 [B]  
 DATE: 11/09/2025  
 DRAWN: KB  
 REVIEWED SW  
 SCALE (A4): 1:15,000



- Project Area
- Development Footprint
- Proposed Transmission Line Corridor
- 20m exclusion zone
- Proposed transmission line
- Main Road
- Local Road
- Cadastral Parcels



## 1.2.1 Construction

Construction duration will be up to 18-months commencing in 2027.

Up to 60 full-time equivalent (FTE) jobs are required during construction. During peak construction, there will be up to 30 workers required. Workers will only be required short-term (weeks to months) as the Project progresses through the different construction phases:

1. Site preparation – surveyor, earthworks operators, civil labourers, site supervisor, construction manager
2. Civil works – civil and structural engineer, site supervisor, concreters and form workers, plant operators, drainage and trenching crews
3. Delivery of equipment – logistics coordinator, crane operators, site safety officer
4. Electrical installation – electrical engineer and electricians, technicians
5. Testing and commissioning – engineers and technicians.

The construction workforce is anticipated to be sourced from local and regional area (Tully, and Cassowary Coast, Cairns and Townsville LGAs). Non-resident workers (workers who live more than 1 hour from the Project site) are anticipated to stay in existing short-term accommodation in the Cassowary Coast LGA (Tully, Mission Beach, Innisfail).

## 1.2.2 Operation and decommissioning

The operational life of the BESS is about 20 years. Operation is anticipated to commence in 2028. Up to 3 ongoing jobs are required during operation. The BESS will be operated remotely.

The BESS will be monitored remotely 24/7 through the Battery Management System. An operational team of up to 3 FTEs (based in Queensland) will operate the facility and conduct routine scheduled maintenance including:

- Visual inspections of battery enclosures, transformers, and cabling
- Servicing of fire safety systems
- Software updates and remote diagnostics
- Vegetation management and upkeep of access roads and fencing.

Following the 20-year operational period a determination will be made whether to:

- Extend the life of the existing infrastructure with increased maintenance, refurbishment and/or replacement of certain components, or
- Repower the site with new infrastructure, or
- Decommission the infrastructure and rehabilitate the site.

Decommissioning will be addressed as part of a Decommissioning Management Plan but would typically consist of removal of all above-ground infrastructure for recycling or disposal and reinstate all disturbed land and return to agricultural use. The land will be returned to its pre-existing condition, or an improved state, to allow for rural use. The potential of the Project to operate past the original lifespan will depend on the market conditions and the condition of the BESS equipment at the time.



## 2. Regulatory and policy framework

The Queensland Government legislation and policies relevant to informing the scope of the SIA include:

- The Planning Act
- State Code 27: Battery storage facility development
- The Planning Regulation 2017

The SIA Guideline and *Supplementary material for assessing and managing the social impacts of projects under the SIA Guideline* (Supplementary Material). The regulatory and policy framework is outlined in Table 1.

Table 1 Regulatory and policy framework

Title	Description	Relevance
<i>Planning Act 2016</i>	Queensland’s primary legislation for land use planning and development assessment. It establishes the framework for how development is assessed and approved across the state. The Act aims to balance economic development, environmental sustainability, and community wellbeing. It also sets requirements for public consultation, appeals, and decision-making processes, ensuring transparency and accountability in development approvals.	A development permit is required under the <i>Planning Act 2016</i> prior to commencing assessable development.
<i>Planning Regulation 2017</i>	A subordinate regulation to the <i>Planning Act 2016</i> , setting out operational details that guide development assessment across Queensland. It outlines the categories of assessment (e.g. code or impact), referral agency requirements, assessment benchmarks, and development thresholds. The regulation also incorporates the State Development Assessment Provisions (SDAP), which include specific codes and criteria, such as State Code 27: Battery storage facility development, to ensure consistent and transparent assessment of state-interest developments. It is updated periodically to reflect evolving planning priorities and policy directions.	Battery storage facility development is prescribed as assessable development in Schedule 10 of the <i>Planning Regulation 2017</i> .
State Development Assessment Provisions	SARA is the Assessment Manager (decision-maker) for battery storage facility development applications and assesses development applications against the relevant assessment benchmarks set out in the Planning Regulation and other relevant matters prescribed under the Planning Act.	The relevant assessment benchmark for battery storage facility development is the SDAP, specifically State Code 27: Battery Storage Facility Development (SDAP version 3.5) and the associated planning guideline. Under version 3.5 of State Code 27, Performance Outcome (PO) 8 requires developments to demonstrate that either a CBA has been entered into or where a CBA has not been entered, social impacts of the development including workforce accommodation, local business and

Title	Description	Relevance
		<p>industry impacts, community health and well-being, are identified, managed, mitigated, counterbalanced and monitored.</p> <p>This SIA will support the development of a CBA and forms part of the development application material for the Project.</p>
<p>SIA Guideline and Supplementary material</p>	<p>The SIA Guideline is a statutory instrument for prescribed development requiring an SIA under section 106W of the Planning Act. It outlines the SIA process (Figure 2) and details that must be addressed in an SIA structured by five key matters:</p> <ul style="list-style-type: none"> <li>• Community and stakeholder engagement</li> <li>• Workforce management</li> <li>• Housing and accommodation</li> <li>• Local business and industry procurement</li> <li>• Health and community well-being.</li> </ul> <p>The Supplementary material provides additional guidance on general requirements as well as considerations around each key matter in the context of the phases in the SIA process.</p>	<p>The SIA Guideline and Supplementary material are the primary guidance material relevant to preparing SIAs under the Planning Act.</p>

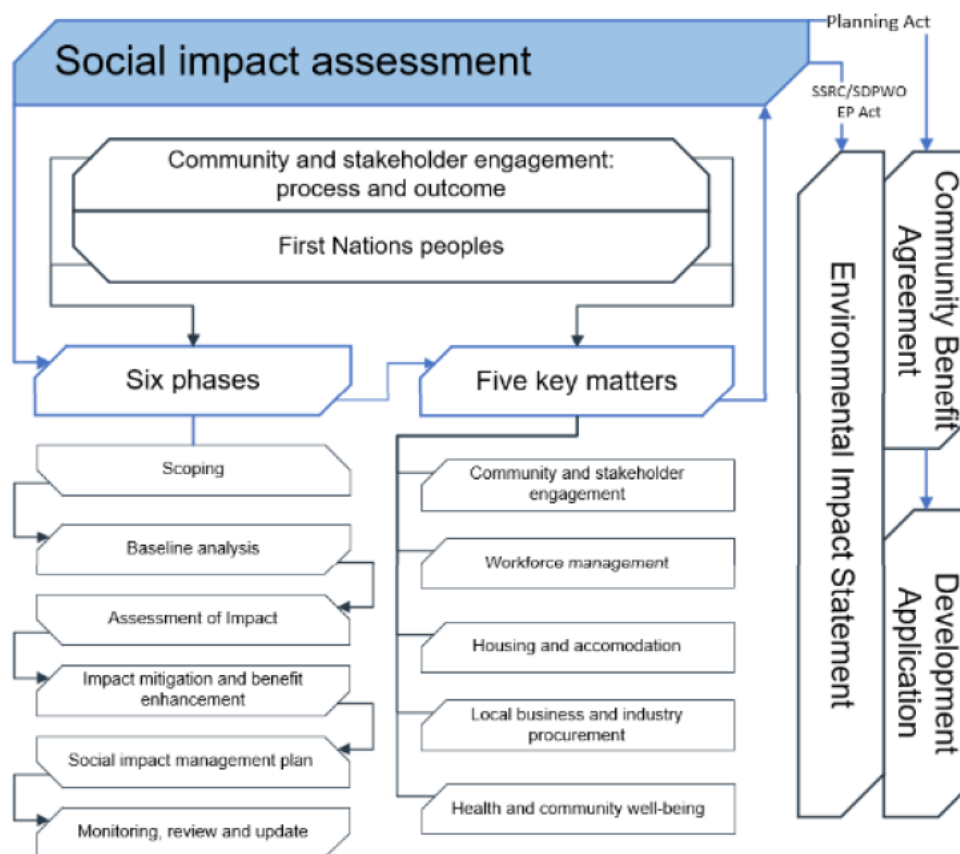


Figure 2: SIA process (DSDIP, 2025)



## 3. Methodology

The methodology for this SIA was developed to address the requirements of the Planning Act and SIA Guideline. The approach was tailored with consideration of the nature and scale of the project and the likely scope and significance of the project's potential social impacts.

The SIA process includes the 6 phases outlined in Figure 2: scoping, baseline analysis, impact assessment, impact mitigation and benefit enhancement, management plan, and monitoring, review and update. Community and stakeholder engagement informs all phases of the process. The methodology for each phase undertaken to prepare this SIA are described below.

### 3.1 Scoping

Scoping the SIA included:

- SIA scoping meeting with Cassowary Coast Regional Council (Section 5) Defining the study areas
- Preliminary stakeholder analysis
- Preliminary identification of benefits and impacts
- Determining project assumptions and/or limitations of the SIA.

The outcomes of scoping are detailed in the following sections.

### Community and stakeholder engagement

Engagement was primarily undertaken via semi-structured interviews with stakeholders from Tully and the Cassowary Coast LGA. Individual and group discussions aimed to:

- Provide stakeholders with an understanding of the Project and new requirements relating to the SIA and community benefit agreements
- Understand the local socio-economic context of Tully and surrounds
- Understand stakeholder perceptions and concerns about the Project, including potential social impacts and opportunities
- Collect stakeholder inputs and suggestions on potential impact mitigation and benefit enhancement measures
- Collect stakeholder input on potential community investment opportunities.

In November 2025 and January 2026, a total 15 stakeholders were engaged across 12 individual and group meetings in-person and online via MS Teams with the following stakeholders:

- CCRC
- Traditional Owners
- Tully Sugar and Canegrowers (peak body)
- Tully/Jarra Creek residents
- Tully Motel and Plantations Restaurant
- Environmental groups.

The findings from SIA engagement include:

- Community Characteristics
  - Tully and Cassowary Coast LGA are diverse, close-knit communities with an aging population and generational farmers.
  - Mission Beach is more transient post-pandemic; Tully still recovering from Cyclone Yasi economically and socially.
  - Cultural diversity increasing with seasonal and Pacific Island workers.
  - Tully serves as a key service hub for surrounding communities.



- Employment and Industry
  - Main employment in Tully and surrounds includes Tully Mill, local council, banana and sugarcane farming.
  - Skills shortages require labour from Cairns and Townsville.
  - Local quarries and batching facilities available near the project site.
  - Potential workforce and contractor sourcing challenges.
  - Opportunities for local procurement, workforce development, support local training programs, and use of regional suppliers.
- Housing and Accommodation
  - Tight rental market with high short-term accommodation occupancy during peak seasons.
  - Some temporary housing provided by farms; other options are limited.
  - Potential strain on rental and accommodation availability from incoming workforce.
  - Opportunity to support local short-term accommodation providers in Tully and the surrounding region.
- Health and Community Wellbeing
  - Key concerns include health, education, youth support, and emergency service capacity.
  - Environmental and ecological values further away from the project site are important.
  - Community sentiment mixed: some neutral/supportive, others sceptical about project relevance, electricity prices, or environmental risks.
  - Potential impacts include environmental, noise, and visual, trust and awareness issues during construction.

### 3.1.1 SIA study area

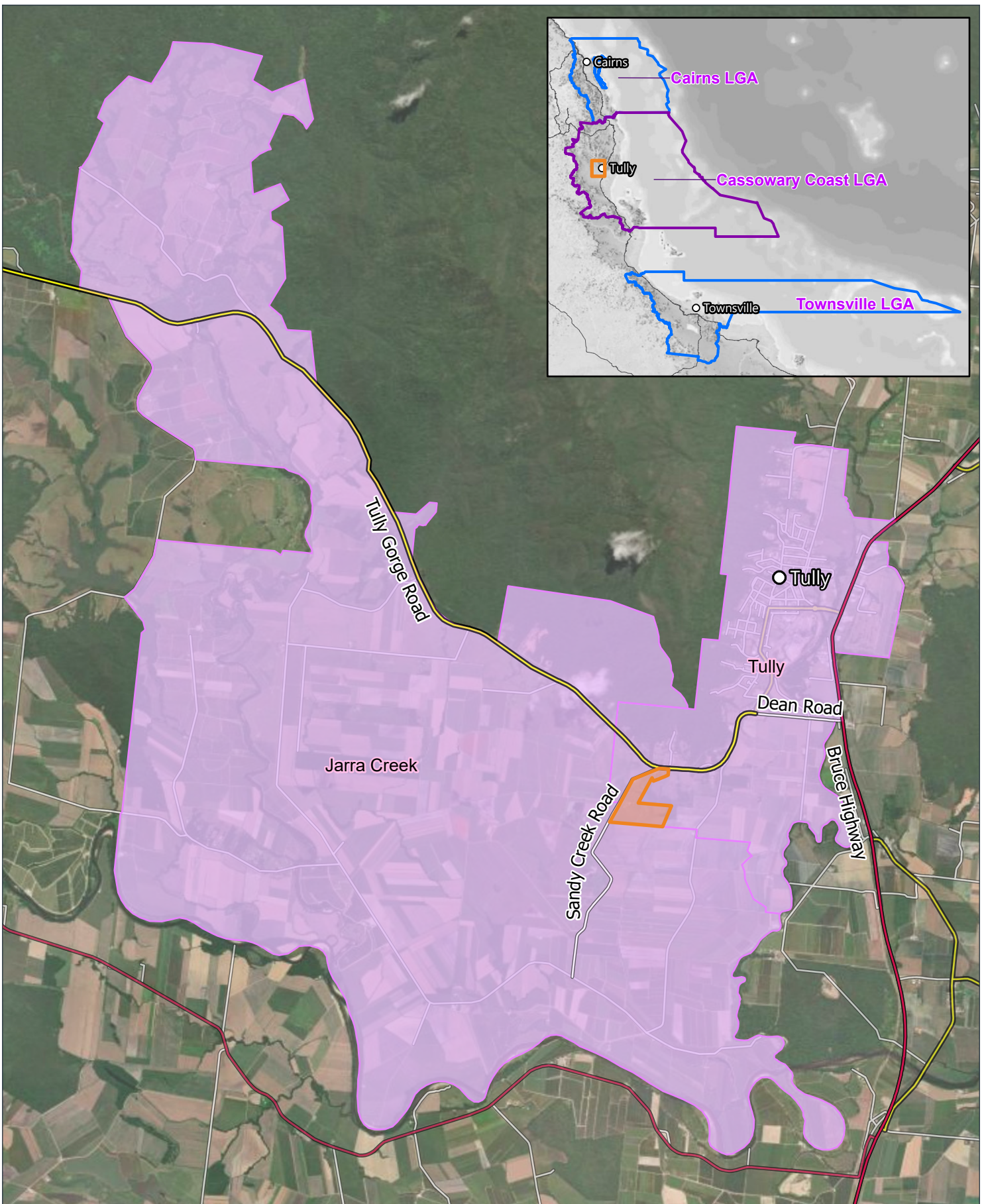
The SIA study area is identified based on the communities and geographical areas that have the potential to experience social impacts as a result of the Project. The following matters were considered in determining the study area:

- the nature and scale of the project, including associated infrastructure
- the scope of potential social impacts throughout the project lifecycle
- the location and characteristics of potentially impacted communities, including surrounding built and natural features
- outcomes of engagement with Cassowary Coast Regional Council.

The study areas for the SIA are listed and described in Table 2 and shown on Figure 3. To provide further context, Figure 4 indicates the surrounding context within a 1.5 km radius of the Project Site.

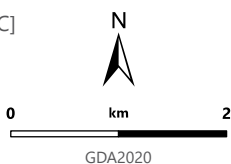
Table 2: SIA study areas

Study area	Statistical geography	Description
Project site and surrounding district	<ul style="list-style-type: none"><li>• Tully (suburb and locality (SAL))</li><li>• Jarra Creek (SAL)</li></ul>	Comprises the Project site, neighbouring properties and the nearby township of Tully, which is the closest service centre to the Project.
Region	<ul style="list-style-type: none"><li>• Cassowary Coast LGA</li></ul>	Host LGA for the Project
Labour and industry region	<ul style="list-style-type: none"><li>• Cairns LGA</li><li>• Townsville LGA</li></ul>	Established sources of labour and supplies for industry in the region.

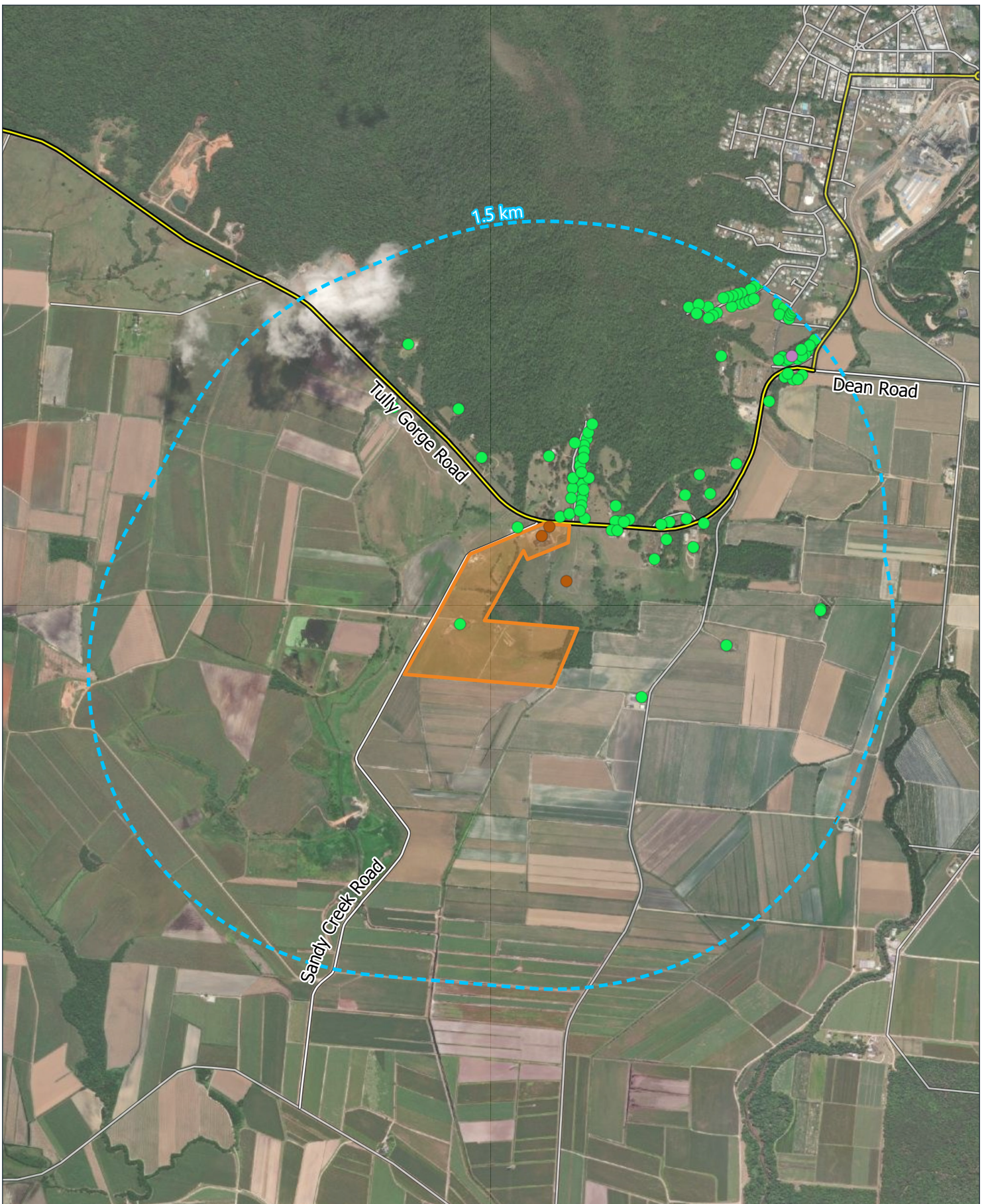


**SIA study areas**  
**Figure 3**

DWG No: RWE-002-030[C]  
 DATE: 23/01/2026  
 DRAWN: KB  
 REVIEWED CR  
 SCALE (A4): 1:70,000



- Project boundary
- Labour and industry region
- Cities and Towns
- Study area
- Project site and surrounding district
- Region
- Highway
- Main Road
- Local Road



## Dwellings within 1.5km

### Figure 4

DWG No: RWE-002-031[B]

DATE: 22/01/2026

DRAWN: DC


REVIEWED: ST


SCALE (A4): 1:25,000



GDA2020

 Project boundary

 Residential Building (101)

 Industry Infrastructure Building (4)

 Educational Building (1)

 Main Road

 Local Road



### 3.1.2 Stakeholder mapping

Stakeholder profiling and analysis identified relevant groups and stakeholders who are likely to be affected by, have an interest in, or have influence on matters addressed in the SIA. Table 3 provides an overview of the Project's stakeholders and the key matters that may be relevant to them.

Table 3: Stakeholder analysis

Stakeholder	Community and stakeholder engagement	Workforce management	Housing and accommodation	Local business and industry procurement	Health and community wellbeing
<b>Local government</b>					
Cassowary Coast Regional Council	●	●	●	●	●
<b>Landholders</b>					
Host landholders					
Neighbouring landholders					
<ul style="list-style-type: none"> <li>Primary residential (Residents whose properties border the Project area)</li> </ul>	●	●			●
<ul style="list-style-type: none"> <li>Primary business (Businesses that own land bordering the Project area)</li> </ul>					
<ul style="list-style-type: none"> <li>Secondary residential (Residents within 1.5 km of the Project area)</li> </ul>					
<b>Traditional owners</b>					
Gulngay Kinjufile Aboriginal Corporation	●	●	●	●	●
<b>Local business and industry</b>					
<ul style="list-style-type: none"> <li>Tully &amp; District Chamber of Commerce</li> <li>Tully Sugar Limited</li> <li>Canegrowers (peak body)</li> </ul>					
<ul style="list-style-type: none"> <li>Agriculture operations (cane growers and banana farmers)</li> </ul>	●	●	●	●	●
<ul style="list-style-type: none"> <li>Real estate and accommodation providers</li> <li>Construction and trades businesses</li> </ul>					
<b>Health and emergency services</b>					
<ul style="list-style-type: none"> <li>Queensland Fire Department</li> <li>Queensland Ambulance Service</li> <li>Queensland Police Service</li> <li>State Emergency Service</li> <li>Tully Hospital</li> <li>Local Disaster Management Group</li> </ul>	●	●			●
<b>Education and training</b>					



Stakeholder	Community and stakeholder engagement	Workforce management	Housing and accommodation	Local business and industry procurement	Health and community wellbeing
<ul style="list-style-type: none"> <li>Tully State School</li> <li>Tully State High School</li> <li>St Clare's School</li> </ul>	•	•			•
<b>Community services and organisations</b>					
<ul style="list-style-type: none"> <li>Tully Lions Club</li> <li>Tully Rotary Club</li> <li>Tully CWA</li> <li>Environmental and natural resource management groups</li> <li>Tully &amp; District Kennel Club</li> <li>Tigers Leagues Club</li> <li>Tully Bowls Club</li> <li>Tully Country Club</li> <li>Tully Mission Beach Pickleball Club Inc</li> <li>Tully Swimming Club</li> <li>Tully Branch Little Athletics</li> </ul>	•		•		•

### 3.1.3 Preliminary social impacts and benefits

Preliminary social impacts and benefits of the Project's activities during construction and operation were identified with consideration of the Project's activities and preliminary understanding of the potentially impacted communities. Preliminary social impacts and benefits are summarised in Table 4.

Table 4: Preliminary social impacts and benefits

Project phase	Project activity	Potential impact / benefit	Potentially affected stakeholder group	Social indicator
<b>Workforce management</b>				
Construction/ Operation	Workforce recruitment	Increased employment opportunities	Tully community Capricorn Coast LGA	Labour force participation
	Training and development	Increased training opportunities		Unemployment rate
<b>Housing and accommodation</b>				
Construction	Accommodating non-resident workers	Increased demand for residential and short-term accommodation	Tully community Short-term accommodation providers	Short-term accommodation availability



Project phase	Project activity	Potential impact / benefit	Potentially affected stakeholder group	Social indicator
			Tourists and visitors	Peak seasons and events
<b>Local business and industry procurement</b>				
Construction/ Operation	Project procurement	Increased supply and procurement opportunities  Increased regional development and industry diversification	Local and regional businesses	Number and size of businesses by industry
<b>Health and community wellbeing</b>				
Construction	Transporting workers, material and equipment	Increased road safety risks and disruptions	Neighbouring landholders	Traffic volumes Traffic accidents
	Construction activities	Increased risk of erosion and sedimentation and contamination impacting nearby wetland	Environmental groups Neighbouring landholders	Environmental context
		Increased noise and dust	Neighbouring landholders	Local amenity
Operation	BESS operation	Change to landscape amenity	Neighbouring landholders	
		Increased noise nuisance	Neighbouring landholders	
		Increased fire risk	Host landholders	Natural hazards
		Increased risk of soil and water contamination	Neighbouring landholders	Emergency services capacity

### 3.1.4 Assumptions and limitations

The following were determined as Project assumptions and limitations of the SIA:

- Social impacts are, by their nature, variable and subjective.
- A key data source for the social baseline is the Australian Bureau of Statistics (ABS) 2021 Census of Population and Housing. While the census is a comprehensive record of the Australian population, the responses are self-enumerated (subject to a degree of inaccuracy) and represents a snapshot of the population at a particular point in time. Additionally, the 2021 Census occurred during the height of the COVID-19 pandemic when varying restrictions were enforced which may have impacted upon the socio-economic characteristics and trends recorded. ABS data is accurate and representative of the SIA study area; however, smaller population data is altered to protect privacy.
- Social infrastructure identified in the social baseline predominantly comprises government-provided facilities or services. It is recognised that local communities are likely to access services through private providers, for which data is not publicly available.
- The timing of undertaking the SIA (November 2025 to January 2026) did not fall within an optimal window for undertaking stakeholder engagement (summer school holidays and Christmas closures). Stakeholder



engagement was limited to 3 meetings with Cassowary Coast Regional Council, interviews with 7 community stakeholders, and informal discussions with 5 community stakeholders at a Project community information session.

- Primary data collection through stakeholder engagement is based on the knowledge, perception, and experience of the participant and may not fully represent the perspectives of the stakeholder group or all community members. During individual meetings, notes were recorded by the project team in attendance. Engagement discussions and outcomes are summarised as accurately as possible but are not verbatim.
- The key findings of other technical studies undertaken for the Project are accurate, and the findings of this report are based on information available at the time of writing.

## 3.2 Baseline analysis

Data on a set of social and economic indicators was collected, analysed and presented as a community profile of the Project site and surrounding district and the region (Section 4). Data for key economic indicators was also collected for the labour and industry region (Section 4.5). Quantitative data used to inform the baseline analysis is presented in Appendix A.

Quantitative and qualitative data was collected from the following primary and secondary sources:

- ABS 2021 Census for population, and economic data.
- Queensland Government Statisticians Office (QGSO) for regional profiles.
- Queensland Government websites for health and emergency services locations and insights.
- Australian Government sources for quarterly labour force and unemployment estimates (Department of Employment and Workplace Relations).
- SQM Research and real estate platforms (e.g., realestate.com.au) for housing market insights and dwelling availability and affordability trends.
- Short-term accommodation platforms (e.g., booking.com) for short-term accommodation insights.
- Desktop mapping tools for locational data on available social infrastructure.
- In-field observations for insights around social infrastructure, transport connectivity, and visual amenity.
- Outcomes of community and stakeholder engagement (SIA-specific and the broader Project) for insights on community values, aspirations, challenges, and trends since the COVID-19 pandemic.
- Literature from local government including the following plans and strategies:
  - Advocacy Plan 2025-2026 (Cassowary Coast Regional Council, 2024)
  - Cassowary Coast Local Disaster Management Plan (Cassowary Coast Regional Council, 2024)
  - Community Scorecard 2024 (Catalyse, 2024)
  - Economic Development Strategy 2023-2033 (Cassowary Coast Regional Council, 2023)
  - Events Strategy 2024-2028 (Cassowary Coast Regional Council, 2024)
  - Local Housing Action Plan 2024-2029 (Cassowary Coast Regional Council, 2024)
  - Our plan for the future: An integrated Corporate and Operational Plan 2025-2030 (Cassowary Coast Regional Council, 2025)
- Technical reports and plans prepared for the Project's development application.

## 3.3 Community and stakeholder engagement

Community and stakeholder engagement for the SIA was inclusive, respectful, meaningful and tailored (DSDIP, 2025). Engagement was aligned with RWE's engagement activities for the Project. Engagement was primarily undertaken via semi-structured interviews with stakeholders from Tully and the Cassowary Coast LGA. Individual and group discussions aimed to:



- Provide stakeholders with an understanding of the Project and new requirements relating to the SIA and community benefit agreements
- Understand the local socio-economic context of Tully and surrounds
- Understand stakeholder perceptions and concerns about the Project, including potential social impacts and opportunities
- Collect stakeholder inputs and suggestions on potential impact mitigation and benefit enhancement measures
- Collect stakeholder input on potential community investment opportunities.

An overview of the community and stakeholder engagement undertaken to inform the SIA is presented in Section 5.

### 3.4 Impact assessment

The SIA Guideline defines social impacts as the “issues that affect people and the potentially impacted communities in which they live as a result of the project” (DSDIP, 2025). In addition, Section 106R of the Planning Act defines a social impact for a prescribed development as:

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

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

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

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

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

As stipulated in the SIA Guideline, the assessment of impact must also consider impact significance, which is an analysis of the extent of which potentially impacts stakeholders and communities may be affected negatively or positively. The significance of identified social impacts was first assessed based on the anticipated likelihood and magnitude levels (Appendix B) prior to applying any mitigation or benefit enhancement measures.

Once the likelihood and magnitude level is established, the significance rating of a social impact is determined through the impact significance matrix in Table 5.

Table 5: Social impact significance matrix

Likelihood level	Magnitude				
	Minimal	Minor	Moderate	Major	Transformational
Almost certain	Low	Medium	High	Very High	Very High
Likely	Low	Medium	High	High	Very High



<b>Possible</b>	Low	Low	Medium	High	High
<b>Unlikely</b>	Negligible	Low	Low	Medium	High
<b>Rare</b>	Negligible	Negligible	Low	Medium	Medium

In line with the SIA Guideline requirements, impact mitigation and benefit enhancement measures (management measures) were developed for all those rated above medium, which are considered potentially significant impacts. Management measures were developed with consideration of stakeholder feedback and includes those from other relevant technical assessments that manage specific impacts (i.e., traffic, visual amenity, noise). Where necessary, supplementary social impact management measures are also proposed. Proposed management measures are reasonable, relevant, transparent and monitorable.

The residual significance of an impact was then assessed following the process outlined above assuming effective application of proposed management measures.

Potential key cumulative impacts with other proposed developments in the region planned to occur simultaneously with the Project were also considered.

### 3.5 Impact management and monitoring framework

Management measures proposed for potentially significant impacts (rated medium or higher) were grouped under the key matters of the SIA Guideline. A monitoring framework was designed to monitor potential impacts and effectiveness of proposed management measures. The monitoring framework includes:

- desired outcomes and performance indicators
- party responsible for monitoring
- timing and frequency of monitoring
- mechanisms to update management measures, if required.

The management and monitoring framework may form the basis of a social impact management plan (SIMP), if required post-development approval.



## 4. Community profile

### 4.1 Cassowary Coast

The Cassowary Coast LGA area is in Far North Queensland, encompasses a mix of coastal towns, rural settlements and hinterland communities. The region has a population of approximately 30,000 people (ABS, 2021), with key population centres including Innisfail, Tully, Mission Beach and Cardwell. The area is characterised by strong connections to agriculture, natural environments and small-town community networks, and is influenced by both seasonal industries and climatic conditions typical of tropical North Queensland.

### 4.2 Tully

Tully is a regional town and service centre located in Far North Queensland, approximately 110 km south of Cairns, within the Cassowary Coast LGA. The town is strategically located on the Bruce Highway and plays an important role in supporting the region's sugar cane, banana and horticultural industries, including operations associated with the Tully Sugar Mill. Employment in the local area is closely linked to agriculture, transport, tourism and public services, reflecting Tully's function as both an agricultural hub and a service centre for surrounding communities.

The area has a rich history shaped by its natural environment, agriculture, and evolving regional development. The land around Tully was traditionally inhabited by the Jirrbal (or Djirrbal) and Gulngay peoples, who are rainforest dwellers with deep spiritual and cultural connections to the land and waterbodies. They are known for hunting, gathering and fishing in the Tully River and surrounding areas (Murruppi Enterprises, 2026). Their connection to Country spans thousands of years and remains evident today through local cultural heritage sites, practices and community activities.

European settlement in the Tully area began in the late 19th and early 20th centuries, primarily driven by agricultural expansion. Early settlers cleared land for timber and established small-scale farms. The introduction of sugarcane farming in the 1920s marked a significant shift in the local economy and remains a key industry for the region. Tully's fertile soils and exceptionally high rainfall also support banana cultivation and other tropical crops, helping establish the town as a productive agricultural centre (Centre for the Government of Queensland, n.d.).

Tully has a strong local identity shaped by its agricultural heritage, tropical climate and natural surroundings, and is widely recognised as the wettest town in Australia. The town is surrounded by World Heritage-listed rainforest and is closely associated with natural features such as the Tully River and nearby national parks. Notable landmarks include Mt Tyson, the Tully Sugar Mill and the iconic 7.9-metre Golden Gumboot. The Tully River is also recognised as one of Australia's premier white-water rafting destinations (Cassowary Coast Regional Council, 2025).

On 3 February 2011, Severe Tropical Cyclone Yasi (Category 5) crossed the Queensland coast with its centre near Tully. Wind gusts of up to 290 km/hour were recorded, resulting in widespread damage. Approximately three-quarters of the region's banana crops and around half of sugarcane production were destroyed, and an estimated one in three houses sustained damage or were destroyed (Centre for the Government of Queensland, n.d.). While Tully is no longer in the immediate recovery phase, longer-term impacts on population trends, housing and the local economy have persisted (Mounter & Davis, 2021).

Despite these challenges, Tully functions as a resilient and active local centre, supporting a range of small businesses, community services and facilities. Together, the Cassowary Coast and Tully communities reflect a balance of agricultural heritage, environmental amenity and regional resilience, with local priorities typically focused on sustainable economic growth, infrastructure investment, disaster preparedness and overall social wellbeing.

### 4.3 First Nations People and Traditional Owners

The Gulngay people are traditional owners of the land, waterways, and skies of where the Project is proposed. The respective Prescribed Body Corporate is the Gulngay Kinjufile Aboriginal Corporation RNTBC.



The Gerringun Aboriginal Corporation RNTAC (GAC) supports the Gulngay People in the administration and management of cultural heritage matters.

## 4.4 Demographic profile

There were 2,473 residents in the surrounding district in 2021. Most people live in and around Tully. About 100 people live in the Jarra Creek locality. The local population declined by about 2% since 2016, compared to a population increase of 9.6% in Queensland. The median age in Tully is 38 years, and 49 years in Jarra Creek, compared to 38 years in Queensland.

In 2021, there were 29,157 residents in the Cassowary Coast LGA. The population had increased by 1.5% since 2016. The median age in the LGA in 2021 was 46 years. Council’s Economic Development Strategy outlines an aim to grow the region’s population by 20% by 2033 (Cassowary Coast Regional Council, 2023). Key challenges for achieving this goal include slow population growth and an aging population (Cassowary Coast Regional Council, 2023).

In 2021, about 14% of the population in the surrounding area identified as Aboriginal and/or Torres Strait Islander, which is higher than the rest of the Cassowary Coast LGA (about 11%) and Queensland (4.6%). The median age of people who identify as Aboriginal and/or Torres Strait Islander who live in Tully is 22, and 64 for those who live in Jarra Creek, compared to 24 in Cassowary Coast LGA and 23 in Queensland.

Tully and the Cassowary Coast LGA host multi-cultural communities with residents who are first, second and third generation migrants from England, Ireland, Italy, India, southeast Asia including the Philippines, and Vanuatu. In 2021, nearly a fifth of households in Tully spoke a language other than English at home. The most common languages other than English spoken at home include Punjabi, Italian and Bislama. In 2021, more than one in ten households in the Cassowary Coast LGA speak a language other than English at home. The most common languages spoken at home that year were Punjabi and Italian. For Queensland more than 15% of households spoke a language other than English in 2021. The most common language spoken at home other than English was Mandarin.

## 4.5 Economic profile

### 4.5.1 Labour force and employment

There were 1,168 people in the labour force from the surrounding area in 2021. Of these people, 60% were employed full-time and 28% were employed part-time.

In the June quarter of 2025, the Cairns and Townsville LGAs had a combined labour force of more than 200,000 people (QGSO, 2025). Of these, more than half were employed full-time. The unemployment rate at the time in the Cassowary Coast LGA was 5.4%, Cairns LGA was 3.6%, and Townsville LGA 5.3%, compared to Queensland (4.0%) (QGSO, 2025; Department of Employment and Workplace Relations, 2025). The unemployment rate had been steady (equal to or less than about 4%) in all LGAs from the September quarter of 2024. Townsville LGA was the first to increase in the March quarter 2025, with increases following in the Cassowary Coast and Cairns LGAs in the June quarter 2025. Up until these increases, the labour markets in the Cassowary Coast and Townsville were tight reflecting the skills shortage experienced in the region. The labour market in Cairns is still tight, meaning it may be difficult hiring workers from Cairns.

Table 6 lists the top three industries of employment and occupations in the study areas as of 2021. The top three occupations of employment across the study areas illustrates an accessible workforce with relevant transferrable skills and capabilities for the Project’s construction phase but may require upskilling or reskilling.

Table 6: Top 3 industries of employment and occupations

Study area	Top 3 industries of employment	Top 3 occupations
Project site and surrounds (Tully and Jarra Creek SALs)	Other Fruit and Tree Nut Growing	Labourers
	Sugar Manufacturing	Managers



Study area	Top 3 industries of employment	Top 3 occupations
Region (Cassowary Coast LGA)	Supermarket and Grocery Stores	Machinery Operators and Drivers
	Other Fruit and Tree Nut Growing	Labourers
	Sugar Manufacturing	Managers
Labour and industry region (Cairns/Townsville LGAs)	Sugar Cane Growing	Technicians and Trades Workers
	Hospitals (except Psychiatric Hospitals)	Professionals
	Defence	Community and Personal Service Workers
Queensland	Other Social Assistance Services	Technicians and Trades Workers
	Hospitals (except Psychiatric Hospitals)	Professionals
	Supermarket and Grocery Stores	Technicians and Trades Workers
	Primary Education	Clerical and administrative workers

The most common occupations also reflect the highest level of education completed by most residents in both the surrounding area and Cassowary Coast LGA being Year 10, Year 12 and Certificate level III qualifications.

Cassowary Coast Regional Council's Economic Development Strategy notes that workforce capability and capacity is a significant risk and limitation for industry growth and development in the region (Cassowary Coast Regional Council, 2023). The region experiences challenges attracting and retaining professional, skilled, and essential workers (Cassowary Coast Regional Council, 2024). The region has a skills shortage that affects the construction, healthcare and social assistance industries. Agricultural businesses in the region address the skills shortage by hiring workers from Pacific Island countries under the Australian Government's Pacific Australia Labour Mobility (PALM) scheme (Cassowary Coast Regional Council, 2024).

Council's Advocacy Plan (2024) highlights a need for targeted investment in skills and training to enhance workforce participation, reduce skills gaps and ensure that local industries have access to a reliable and capable workforce. Council seeks increased and ongoing commitment to expand local skills programs, apprenticeships and First Start<sup>1</sup> initiatives; recognition of local industries' needs; and support for partnerships with local schools, training providers, and employers to maximise workforce participation.

## 4.5.2 Industry and businesses

The Tully Sugar Mill, owned and operated by Tully Sugar, is the largest employer in Tully. The mill employs about 80 seasonal workers during the crushing season (typically June to November), and about 250 workers during the maintenance season (typically December to May) (Tully Sugar, 2025).

Cane growing and banana plantations are key industries supporting the Tully community. Numerous local businesses rely on and service the industries. As a key service centre for nearby communities, Tully has several retail and hospitality businesses, professional and community services, landscaping and trades, health providers, and personal care businesses.

As of 30 June 2024, the construction industry had the largest number of registered businesses in the Cairns and Townsville LGAs (5,107 or 18.0%), followed by the rental, hiring and real estate services industry (3,248 or 11.7%). In the Cassowary Coast LGA, the agriculture, forestry and fishing industry had the largest number of registered businesses in the (1,123 or 34.8%), followed by the construction industry (452 or 14%). There is relevant industry and business capability in the region to support the Project's construction.

<sup>1</sup> First Start is a program under the Queensland Government's *Skilling Queenslanders for Work* initiative that aims to provide young people and disadvantaged job seekers with opportunities to gain a nationally recognised qualification and 12-24 months of paid employment through a subsidised traineeship or apprenticeship with an eligible local council or community-based organisation (Department of Trade, Employment and Training, 2025).



## Aboriginal and Torres Strait Islander-owned businesses

A search of [Supply Nation](#) identified 4 relevant Aboriginal and Torres Strait Islander-owned businesses in the region, listed in Table 7.

Table 7: Registered Aboriginal and Torres Strait Islander-owned businesses

Trading Name	Type	Location
Cape York Civil Services	<ul style="list-style-type: none"> <li>• Heavy construction</li> <li>• Highway and road construction</li> <li>• Equipment hire</li> </ul>	Gordonvale
King Reef Drilling	<ul style="list-style-type: none"> <li>• Drilling &amp; boring services</li> <li>• Sustainability environmental services</li> </ul>	Kurrimine Beach
Malo Civil and Construction Pty Ltd	<ul style="list-style-type: none"> <li>• Civil construction</li> <li>• Indigenous labour hire</li> <li>• Concrete &amp; cement products</li> </ul>	Cairns
Mandingalbay Yidinji Aboriginal Corporation	<ul style="list-style-type: none"> <li>• Environmental monitoring &amp; audit</li> <li>• Environmental management</li> <li>• Environmental impact assessments</li> </ul>	Gordonvale

## 4.6 Housing and accommodation

### 4.6.1 Residential housing

There was a total of 993 dwellings in the surrounding area in 2021 – most of which (935) were in Tully. In 2021, about 30% of dwellings were owned outright and 20% were owned with a mortgage. The remainder, most of them in Tully, were rented or another tenure<sup>2</sup>. As of November 2025, the median price for a house in Tully (postcode 4854) was \$350,000, which has increased by 17.6% over the last 12 months (realestate.com.au, 2025). In 2021, the median monthly mortgage repayments in Tully were \$1,100 and \$1,602 in Jarra Creek.

A third of dwellings in the surrounding area were rented in 2021. In 2021, the median weekly rent in Tully was \$250 and \$278 in Jarra Creek. As of November 2025, the median rent for a house in Tully (postcode 4854) is \$375 after peaking in April/March 2025 at \$395 (realestate.com.au, 2025). As of November 2025, the residential vacancy rate in Tully (postcode 4854) was 0.2% indicating a very tight rental market (SQM Research, 2025). One rental property was available in the past month, and 40 leased over the last 12 months (realestate.com.au, 2025).

There were 117 building approvals for new dwellings in the Cassowary Coast LGA in the 12 months ending 30 September 2025 indicating potential for additional housing in the LGA in the future (QGSO, 2025). There were also 150 vacant land sales and 59 residential lot registrations in the 12 months ending 30 June 2025 (QGSO, 2025).

Increasing housing costs contributes to housing stress. Residents in the surrounding area are anticipated to be experiencing housing stress including mortgage and rental stress (where more than 30% of income is spent on mortgage or rental repayments).

The housing shortage constrains the region's ability to attract and retain skilled workers. It also presents challenges for vulnerable members of the community including residents who are First Nations, older and/or, have a disability, to access affordable housing.

Agricultural businesses use a variety of solutions to accommodate seasonal workers including purchasing existing short-term accommodation or seeking to establish on-farm workforce accommodation facilities (Cassowary Coast Regional Council, 2024). With limited dedicated accommodation for seasonal workers, some seasonal workers live in

<sup>2</sup> Comprises dwellings occupied rent free, occupied under a life tenure scheme and or other tenure type (ABS, 2021).



local housing increasing demand, which affects availability and affordability for locals (Cassowary Coast Regional Council, 2024).

Natural disasters including Tropical Cyclone Yasi in February 2011, Tropical Cyclone Jasper in December 2023 and subsequent floods in February 2024 have also affected housing in the area.

The Local Housing Action Plan (Cassowary Coast Regional Council, 2024) seeks to address the region's housing challenges through several actions including:

- Reviewing land holdings for contribution towards disaster response and future housing
- Review the planning scheme to identify options to expand housing development
- Identify underutilised land or property to optimise development opportunities
- Consider any master planning on identified land by site/street/suburb
- Consider opportunities to enable new construction
- Identify and develop capital solutions for sites.

#### **4.6.2 Short-term accommodation**

A search of booking.com on 24 November 2025 found numerous short-term accommodation facilities in Tully, Mission Beach, Innisfail, and Cardwell, which are within about an hour's drive from the Project site (Booking.com, 2025). There were 86 short-term accommodation providers in Mission Beach (about 30 mins), 7 in Cardwell (about 30 mins) and 7 in Innisfail (about 45 mins) (Booking.com, 2025). There are also rooms and houses available on AirBnB in each location. About 75% are vacation homes and apartments and the remainder are resorts, hotels and motels. While there are numerous short-term accommodation facilities available, being a popular tourist destination means there will be strong competition for accommodation, particularly during peak visitor seasons and events (Section 4.7.3.3). Further, non-resident contractors occupy short-term accommodation while working in the region. For example, during weekdays, the Tully Motel's clients are mostly tradespeople undertaking contact work locally.

In addition to backpacker hostels, there are 3 short-term accommodation providers in Tully:

- Mount Tyson Hotel, 27 rooms
- Tully Motel, 31 rooms (42 beds)
- Tully Caravan Park, 71 sites.

#### **4.6.3 Workforce accommodation**

There is no dedicated workforce accommodation in Tully, other than for backpackers and on-farm facilities.

### **4.7 Health and community wellbeing**

#### **4.7.1 Transport and utilities**

The Project site is located on and accessed by Sandy Creek Road. The surrounding road network comprises Council and State-controlled roads including:

- Council-controlled roads: Sandy Creek Road, Tully Gorge Road, and Dean Road
- State-controlled road: Bruce Highway.

The Bruce Highway connects the region to Cairns (about 145 km north of the Project site) and Townsville (about 210 km south of the Project site).

The region is serviced by the North Coast railway, which services freight and passenger transport between Brisbane and Cairns. There is also a large network of cane railways transporting produce to the Tully Sugar Mill.

The nearest airfield to the Project site is at Tully, which is suitable for light aircraft only. The nearest major airports are at Cairns and Townsville.



A hydroelectric power station, Kareeya Power Station, is located at the western end of Tully Gorge Road and has a generation capacity of 84 MW. The Tully Sugar Mill produces renewable energy from biomass (bagasse) to power the mill (Tully Sugar, 2025). The bioenergy facility exports up to 10 MW of energy to the local distribution network that is operated by Ergon Energy (Tully Sugar, 2025).

## 4.7.2 Essential infrastructure

Cassowary Coast Regional Council operates essential infrastructure including water supply, sewerage and waste disposal (Cassowary Coast Regional Council, 2024).

Council operates:

- 4 water supply schemes: Innisfail, Nyleta, Tully and Cardwell. The Tully Water Supply Scheme services Tully, Feluga, South Missions Beach, Wongaling Beach, Hull Heads, Tully Heads, Silky Oak and Euramo. The tropical location (high rainfall) generally means that there is ample water supply, however extreme conditions have affected supply in recent years.
- 3 sewerage schemes: Innisfail, Mission Beach and Tully. The Tully Sewerage Scheme services the general Tully township area. Properties not serviced by the sewerage schemes use privately owned onsite wastewater treatment systems (mostly septic systems). Permits are required for trade waste discharged into the sewer system.
- 2 primary waste transfer facilities: Stoters Hill (Innisfail) and Tully. There are also smaller facilities at 5 other locations in the region. Stoters Hill accepts commercial and limited regulated waste and Tully accepts only domestic waste. Some smaller facilities accept limited commercial waste in addition to domestic waste.

Council is seeking to upgrade ageing networks and expand capacity to support growth in the Cassowary Coast LGA (Cassowary Coast Regional Council, 2024). It is also looking at improving waste management through expanding existing recycling programs and improving processing facilities (Cassowary Coast Regional Council, 2024).

## 4.7.3 Social infrastructure

### 4.7.3.1 Health and emergency services

Health and emergency services in Tully include:

- Auxiliary Fire Station – currently unmanned
- Police Station: 8 am to 4 pm, Monday to Friday
- Tully Hospital: open 24/7 but for general enquiries office hours are 8:30 am to 5 pm, Monday to Friday
- State Emergency Services: 8 am to 5 pm Monday to Sunday.

The nearest ambulance station is in Cardwell (approx. 43 km from Project Site) and the Garbutt helicopter services the area from Townsville.

As of June 2025, the Tully Hospital had 8.9 FTE doctors, 25.11 FTE nurses and midwives and 2.73 FTE allied health practitioners (Queensland Health, 2025).

In addition to these services, there are six police stations, five ambulance stations, five fire stations, and the Innisfail Hospital in the Cassowary Coast LGA (QGSO, 2025).

There are also three aged care facilities within the Cassowary Coast region. These facilities are all required to have their own emergency management business continuity plans in place to ensure the safety of their residents including those requiring ongoing medical assistance such as renal dialysis (Cassowary Coast Regional Council, 2024b).

A community survey undertaken by Council (Catalyse, 2024) identified the Tully community is seeking improved health services and access to specialists.

### 4.7.3.2 Education and training

As of 31 August 2025, there were 14 regulated early childhood education and care services in Cassowary Coast LGA.



There are also 2 primary schools (one state and one private) and a state high school in Tully.

Tully State High School and Tully Sugar Limited are registered training organisations (RTO) providing vocational education and training pathways.

The Cassowary Coast University Centre in Innisfail provides facilities and support for locals completing higher education.

### 4.7.3.3 Community support services and events

Key community support services and groups in the Tully district are listed in Table 8.

Table 8: Key community support services and organisations in the Tully district

First Nations organisations	Community services	Community groups and clubs	
<ul style="list-style-type: none"> <li>Girringun Aboriginal Corporation</li> <li>Mamu Health Service</li> <li>Mamu Aboriginal Corporation RNTBC</li> <li>Malanbarra Midja Housing and Welfare</li> </ul>	<ul style="list-style-type: none"> <li>Tully Support Centre</li> <li>BlueCare Tully</li> <li>CCRC Community Housing</li> <li>Cassowary Coast Domestic and Family Violence Service</li> <li>Tully Meals on Wheels</li> <li>Tully Nursing Home</li> </ul>	<ul style="list-style-type: none"> <li>Australian Rafting Federation</li> <li>Bretta Corp</li> <li>Fusion Fight &amp; Fitness Tully</li> <li>Tigers Leagues Club</li> <li>Tully &amp; District Kennel Club</li> <li>Tully &amp; District Senior Citizens' Club</li> <li>Tully and District Chamber of Commerce</li> <li>Tully and District Men's Shed</li> <li>Tully RSL</li> <li>Tully Rugby League Football Club</li> <li>Tully Swimming Club</li> <li>Tully Tennis Social Club</li> </ul>	<ul style="list-style-type: none"> <li>Tully Touch Football</li> <li>Tully Bowhunters Club</li> <li>Tully Bowls Club</li> <li>Tully Branch Little Athletics</li> <li>Tully Country Golf Club</li> <li>Tully Cricket Association</li> <li>Tully CWA</li> <li>Tully Gem Club</li> <li>Tully Gym and Tramp Club</li> <li>Tully Horse Performance Centre</li> <li>Tully Lions Club</li> <li>Tully Mission Beach Pickleball Club Inc</li> <li>Tully Motorcycle Club</li> <li>Tully Rotary Club</li> </ul>

Local events in the Tully district include:

- Tully Show – annually late July
- Tully Dog Shows – Mother's Day weekend (May) and at the Tully Show
- Tully Tight-Ass Boogie (skydiving) – annually in July
- Cay Boogie (skydiving) – annually in September
- Tully Bull & Bike – annually in November
- Rugby league games (Junior and Seniors) – annually March to September plus special events.



## 5. Community and stakeholder engagement

Stakeholder engagement that informed the SIA included:

- Engagement undertaken by Attexo for the SIA that comprised:
  - Scoping meeting and follow up meetings with Cassowary Coast Regional Council
  - Interviews with community members and stakeholders.
- Broader community and stakeholder engagement undertaken by RWE for the Project (discussed in Section 5.2).

The following sections provide an overview of the engagement undertaken and feedback received.

### 5.1 SIA engagement

#### 5.1.1 Local government

An SIA scoping meeting was held with Cassowary Coast Regional Council on 20 November 2025. The scoping meeting aimed to understand the local context, confirm and identify the key stakeholders and identify potential project impacts and benefits for the local area and region.

Follow up meetings were held on 28 November 2025 and 16 January 2026 to further discuss the local context and potential impacts and benefits with respect to local disaster management, community and economic development.

#### 5.1.2 Community and key stakeholders

In November 2025 and January 2026, a total 15 stakeholders were engaged across 12 individual and group meetings in-person and online via MS Teams with the following stakeholders:

- Traditional Owners
- Tully Sugar and Canegrowers (peak body)
- Tully/Jarra Creek residents
- Tully Motel and Plantations Restaurant
- Environmental groups.

Table 9 presents a summary of findings from targeted stakeholder engagement for the SIA, including details about the local context, potential positive and negative social impacts of the Project and suggestions for community investment opportunities.



Table 9: Summary of findings from community and stakeholder engagement

Theme	Local context	Potential positive and negative social impacts	Community investment opportunities
Community characteristics	<ul style="list-style-type: none"> <li>Tully and the broader Cassowary Coast LGA are diverse and tight-knit communities.</li> <li>The population is aging, with a notable presence of older residents and a generational farming community.</li> <li>The Tully population has not changed much since COVID-19. However, the number of backpackers in the area has not returned to pre-pandemic levels.</li> <li>Mission Beach is more transient, with many residents moving from southern states since the pandemic.</li> <li>Tully township is still recovering from Cyclone Yasi. Post-disaster community support is finally wrapping up and shopfronts in town are opening up again, but economic activity has not yet fully recovered.</li> <li>Culturally diverse community. Diversity growing with disengaged seasonal workers from Pacific Island nations living in town.</li> <li>Tully is a key service centre for nearby communities.</li> </ul>	<ul style="list-style-type: none"> <li>Limited impacts anticipated for the town or community.</li> </ul>	<ul style="list-style-type: none"> <li>Nil.</li> </ul>
Employment and industry	<ul style="list-style-type: none"> <li>Main employment sources: Tully Mill, Cassowary Coast Regional Council, and banana farming and cane growing.</li> </ul>	<ul style="list-style-type: none"> <li>The project may face challenges sourcing local contractors due to high demand.</li> <li>Opportunity for local procurement, but civil contractors' availability is limited.</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to sourcing from the region, leveraging local quarries and batching plants.</li> </ul>



Theme	Local context	Potential positive and negative social impacts	Community investment opportunities
	<ul style="list-style-type: none"> <li>Local civil contractors are fully booked for 12+ months, indicating a busy construction sector.</li> <li>Construction skills shortage means that businesses rely on tradespeople from Cairns and Townsville.</li> <li>Tully has several quarries and concrete batching facilities near the Project site.</li> </ul>	<ul style="list-style-type: none"> <li>Potential to stimulate local business if workforce and procurement challenges are managed.</li> <li>Concerns and queries about potential impacts on other renewable energy generators in the area, e.g. Tully Sugar Mill and Kareeya Power Station.</li> <li>Potential implications for development on neighbouring properties.</li> </ul>	<ul style="list-style-type: none"> <li>Support local training and skills development programs and initiatives to build local workforce capability.</li> </ul>
Housing and accommodation	<ul style="list-style-type: none"> <li>Rental market in Tully is very tight, with few vacancies.</li> <li>Short-term accommodation is available, but occupancy is high during peak visitor seasons.</li> <li>Tully Motel is described as a 'tradie motel'. It is generally occupied 10 months of the year by tradies servicing local businesses and industry. Tourism can be a driver for occupation around local events. Low period over the Christmas break / wet season.</li> <li>Seasonal workers rent share houses in town or are accommodated on-farm. Banana plantation owners have purchased short-term accommodation in Tully to accommodate their workers.</li> <li>Workforce accommodation may need to utilise regional options or consider on-site temporary solutions.</li> <li>Queensland Government Department of Transport and Main Roads (DTMR) uses a</li> </ul>	<ul style="list-style-type: none"> <li>Potential strain on local accommodation and rental markets from incoming workforce.</li> <li>Opportunity to support local short-term accommodation providers.</li> <li>Suggestion to accommodate workers on-site in a temporary camp.</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate with other developers, Cassowary Coast Regional Council and Queensland Government on permanent workforce accommodation solutions that can be used by various industries for non-resident workers.</li> </ul>



Theme	Local context	Potential positive and negative social impacts	Community investment opportunities
<p>Health and community wellbeing</p>	<p>temporary workforce camp for their workers who are upgrading Bruce Highway.</p> <ul style="list-style-type: none"> <li>Health care and education are important, particularly for Elders and Indigenous communities.</li> <li>There are ongoing challenges with youth support, drugs, and suicide, though rates are not as high as in some other communities.</li> <li>Limited emergency services capacity in Tully due to skills shortage. Resources are drawn from other nearby centres, e.g. Cardwell and Innisfail.</li> <li>Adjacent vegetation to the Project Site plays an important functional role (although not of State or Commonwealth significance) for wetlands and landscape connectivity and should be retained and enhanced where possible.</li> </ul>	<ul style="list-style-type: none"> <li>Mixed views: Most community members are neutral or supportive, citing managed noise/visual impacts and potential benefits; others are sceptical about the need for the project, especially regarding electricity prices and system stability.</li> <li>Concerns about the project’s relevance to local needs and scepticism about its link to “climate stuff”.</li> <li>Concerned with potential environmental impacts related to high rainfall such as increases risks of erosion, drainage failure and contamination.</li> <li>Potential noise impacts on nearby flying-fox roosts need to be checked through targeted mapping and surveys.</li> <li>During construction, consider offering guided site inspections or periodic briefings for selected community representatives to build trust and counter misinformation.</li> </ul>	<ul style="list-style-type: none"> <li>Land and Sea Ranger Program.</li> <li>Support for health and youth initiatives.</li> <li>Bus transport for older residents.</li> <li>Arts and cultural programs (e.g., a local version of the Mission Art Theatre Ensemble).</li> <li>Tully Arts Precinct and Girringun Cultural Arts Centre.</li> <li>Citizen science initiatives (e.g. artificial hollows, monitoring programs).</li> <li>Partnerships with local conservation groups (e.g. C4, Terran NRM, Cassowary Keystone Conservation, and Frog Safe Inc).</li> <li>Wetland or creek rehabilitation linked to stormwater management – focusing on nature-based design.</li> <li>Work with TOs on environmental management programs.</li> <li>Strategic investment in connectivity corridors.</li> <li>Support pond apple (<i>Annona glabra</i>), Weed of National Significance, control and prevention programs.</li> <li>Participate in coordinated feral pig control initiatives.</li> </ul>



## 5.2 RWE’s community and stakeholder engagement

Since 2024, RWE has engaged with over 550 community members and stakeholders and shared information with more than 5,500 residents. RWE has also established a complaints channel and held:

- 14 face-to-face meetings with Gulngay People
- 5 Stakeholder Project Briefings.

Engagement with key stakeholders and the local community has indicated a positive sentiment towards the proposed Project. Feedback received through proactive consultation activities highlighted strong recognition of the Project’s potential to improve local energy reliability and contribute to regional economic development. Community members and stakeholders have generally expressed support for the project, noting the comparatively low project footprint, the creation of local job opportunities, and the broader contribution to enhancing the reliability of Queensland’s electricity network. No significant opposition or concerns have been raised to date, and the overall response has been constructive and encouraging.

Table 10 details RWE’s engagement and feedback themes.

Table 10: Project stakeholders and feedback themes, 2024-2025

Stakeholder group	Engagement to Date	Feedback themes
<ul style="list-style-type: none"> <li>• Landholders</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing since 2024</li> </ul>	<ul style="list-style-type: none"> <li>• Commercial in confidence</li> </ul>
<ul style="list-style-type: none"> <li>• Gulngay People &amp; Girragun Aboriginal Corporation RNTAC</li> </ul>	<ul style="list-style-type: none"> <li>• 14 face-to-face meetings in 2025</li> <li>• Notification letter/CHA Letters – Q1, Q3, Q4 2025</li> <li>• CH agreement signed - 20 November 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Cultural and heritage monitoring</li> <li>• Minimise environment impacts</li> </ul>
<ul style="list-style-type: none"> <li>• Cassowary Coast Regional Council:</li> <li>– Mayor: Cr Teresa Millwood</li> <li>– Deputy Mayor: Cr Nicholas Pervan</li> <li>– Cr Peter Reed</li> <li>– Cr Ellen Jessop</li> <li>– Cr Trudy Tschui</li> <li>– Cr Jeffery Baines</li> <li>– Cr Renee McLeod</li> <li>– Council executive, planners and staff</li> </ul>	<ul style="list-style-type: none"> <li>• 2 Council Project Briefings – 2024 &amp; 2025</li> <li>• Pre-lodgement meeting – Q4 2024</li> <li>• Project Update – Q2 2025</li> <li>• SIA meeting with Disaster Coordinator and Community Development and Advocacy officer – 28 November 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Align with Council’s mahogany glider policy.</li> <li>• Community safety – fire hazard management</li> <li>• Ensure alignment with planning scheme</li> </ul>
<ul style="list-style-type: none"> <li>• Primary Neighbours</li> </ul>	<ul style="list-style-type: none"> <li>• Door knocked and notification letter – Q2 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Keep informed of Project progress</li> </ul>
<ul style="list-style-type: none"> <li>• Fenceline Neighbours</li> </ul>	<ul style="list-style-type: none"> <li>• Notification letter and invitation to provide briefing and feedback – Q2 2025</li> </ul>	<ul style="list-style-type: none"> <li>• No feedback received to date</li> </ul>
<ul style="list-style-type: none"> <li>• Near Neighbours – dwellings within a 1.5 km radius</li> </ul>	<ul style="list-style-type: none"> <li>• Distributed Project Newsletter to notify residents of project – Q3 2025</li> </ul>	<ul style="list-style-type: none"> <li>• No feedback received to date</li> </ul>



Stakeholder group	Engagement to Date	Feedback themes
<ul style="list-style-type: none"> <li>Wider Community:               <ul style="list-style-type: none"> <li>Residents of the local geographic area hosting the Project, as well as local interest groups not defined in any previous categories</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Introduction of Project to the wider community – Q3 2025</li> <li>Established project website – <a href="http://www.tullybess.com.au">www.tullybess.com.au</a></li> <li>Stand at Tully Show 25 – 26 July – more than 500 visitors</li> <li>Project Newsletter Mail Out – Tully township and surrounding areas</li> <li>Community drop-in session within Tully town centre 21-22 November 2025</li> </ul>	<ul style="list-style-type: none"> <li>Energy reliability</li> <li>Contribution to regional economic development</li> </ul>
<ul style="list-style-type: none"> <li>Emergency services</li> </ul>	<ul style="list-style-type: none"> <li>Queensland Fire and Rescue meeting in Q3 2025</li> </ul>	<ul style="list-style-type: none"> <li>Continue to engage on the Emergency Management Plan to align with local</li> </ul>
<ul style="list-style-type: none"> <li>State and Federal Members of Parliament (MPs)</li> </ul>	<ul style="list-style-type: none"> <li>Introduction of Project - notification letter and invitation to provide briefing and feedback – Q2 2025               <ul style="list-style-type: none"> <li>Federal Member Kennedy Hon Bob Katter MP</li> <li>Previous State Member for Member for Hinchinbrook Nick Dametto MP</li> </ul> </li> <li>Project update Q4 2025 and EPBC public notification referral               <ul style="list-style-type: none"> <li>Federal Member Kennedy Hon Bob Katter MP</li> <li>New State Member for Member for Hinchinbrook Mr Wade Chiesa</li> <li>State Member for Hill – Shane Knuth</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>No feedback received to date</li> <li>Grateful for the regular project updates</li> </ul>
<ul style="list-style-type: none"> <li>Powerlink Queensland</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing since 2024</li> </ul>	<ul style="list-style-type: none"> <li>Commercial in confidence</li> </ul>
<ul style="list-style-type: none"> <li>Public notification of development application</li> </ul>	<ul style="list-style-type: none"> <li>Previous development application was publicly notified in accordance with the Planning Act – 7-28 November 2025</li> </ul>	<ul style="list-style-type: none"> <li>Two submissions received</li> </ul>
<ul style="list-style-type: none"> <li>Tully Sugar Limited</li> </ul>	<ul style="list-style-type: none"> <li>Meeting with RWE held 25 November 2025</li> <li>Responded via email (3 December 2025) to issues raised at 25 November meeting</li> <li>SIA meeting with Attexo held 8 December 2025</li> </ul>	<ul style="list-style-type: none"> <li>RWE community and stakeholder engagement undertaken</li> <li>Power generation by Tully Sugar and interaction with proposed Tully BESS</li> <li>Potential loss of Good Quality Agricultural land</li> </ul>
<ul style="list-style-type: none"> <li>Tully Cane Growers Ltd</li> </ul>	<ul style="list-style-type: none"> <li>Meeting with RWE held 25 November 2025</li> <li>SIA meeting with Attexo held 1 December 2025</li> </ul>	<ul style="list-style-type: none"> <li>RWE community and stakeholder engagement undertaken</li> </ul>



Stakeholder group	Engagement to Date	Feedback themes
		<ul style="list-style-type: none"><li>• Power generation by Tully Sugar and interaction with proposed Tully BESS</li><li>• Potential loss of Good Quality Agricultural land</li></ul>



## 6. Impact assessment

This section provides an assessment of the potential positive and negative social impacts associated with the Project.

Potential impacts were identified and assessed with consideration of:

- The Project's activities and workforce profile
- Socio-economic (baseline) characteristics of potentially affected communities
- Feedback received in community and stakeholder engagement

Findings from other technical assessments prepared for the development application submitted to the Cassowary Coast Regional Council and the EPBC Act referral submitted to the Commonwealth Department of Climate Change, Energy, the Environment and Water (DCCEEW).

### 6.1 Workforce management

The Project will generate employment opportunities for up to 60 workers at peak construction. During construction there will be an average of 20-30 workers on site at any one time. Workers will only be required short-term (weeks to months) depending on the construction phase. Opportunities for trainees and apprentices will also be offered during construction.

Up to 3 ongoing roles are required during operation. The roles will form part of RWE's BESS operations team and be based remotely and based in Queensland. The assessment of the following potential positive impacts (benefits) including proposed management measures is outlined in Table 11:

- Increased employment opportunities during construction and operation
- Increased skills development and training opportunities during construction.

Table 11: Assessment of potential workforce management impacts

Impact	Stakeholder group	Project phase	Positive / Negative impact	Impact assessment	Impact significance	Proposed management measures	Residual significance
Increased employment opportunities	Job seekers School leavers	Construction and operation	Positive	<p>The Project will create employment opportunities for up to 60 workers during construction. On average there will be 20-30 workers on site at any one time. Roles will be short-term (weeks to months) depending on the construction phase.</p> <p>Up to 3 ongoing roles are required during operation. The roles will form part of RWE's BESS operations team and be based remotely. An operational team of up to 3 FTEs (based in Queensland) will be required for the Project.</p> <p>The construction skills shortage in Tully, the surrounding area and in the Cassowary Coast LGA may make it difficult for the Project to hire locals. Stakeholders, including local businesses and industry, advised that they rely on contractors from Cairns and Townsville to fill local skills gaps. However, stakeholders expressed an interest in the Project supporting local employment where possible, so long as it did not take workers away from local businesses. Competition for local workers is addressed in Section 6.3.</p>	<p><b>Medium</b></p> <p>L – Likely M – Minor</p>	<p>Workforce Management Plan to be developed in collaboration with local trade/training organisations that includes:</p> <ul style="list-style-type: none"> <li>• A recruitment hierarchy that prioritises recruiting workers who live in (1) Tully / Jarra Creek communities, (2) Cassowary Coast LGA, (3) Cairns and Townsville LGAs.</li> <li>• Binding subcontractors to apply the recruitment hierarchy.</li> <li>• Measures to promote employment and training opportunities in Tully / Jarra Creek communities, and in the Cassowary Coast, Cairns and Townsville LGAs.</li> </ul>	<p><b>Medium</b></p> <p>L – Almost certain M – Minor</p>
Increased skills development and training opportunities	Job seekers School leavers Apprentices and trainees	Construction	Positive	<p>The Project will provide training and development opportunities during construction. It is noted that the construction period is only 18 months and possibly not long enough for apprentices and trainees to complete their on-the-job training. However, stakeholders suggested that there may be people in the community who need to complete a portion of their apprenticeship or traineeship and could complete it with the Project.</p> <p>Stakeholders also expressed an interest in the Project supporting local training and capacity building initiative to assist with increasing local workforce capabilities.</p>	<p><b>Low</b></p> <p>L – Possible M – Minor</p>	<ul style="list-style-type: none"> <li>• Local Employment Policy (with targets).</li> <li>• Indigenous Procurement and Training Policy.</li> </ul>	<p><b>Medium</b></p> <p>L – Likely M – Minor</p>



## 6.2 Housing and accommodation

Up to 30 non-resident workers on average during construction and up to 60 non-resident workers at peak construction would need accommodation. Construction workers are only required short-term (weeks to months) depending on the construction phase.

The assessment of the following potential negative impacts including proposed management measures is outlined in Table 12:

- Reduced availability and affordability of rental accommodation
- Reduced availability and affordability of short-term accommodation.

Table 12: Assessment of potential housing and accommodation impacts

Impact	Stakeholder group	Project phase	Positive / Negative impact	Impact assessment	Impact significance	Proposed management measures	Residual significance
Reduced availability and affordability of rental accommodation	Residents in Tully, Jarra Creek and Cassowary Coast communities within 1 hour drive of the Project site, i.e., Mission Beach, Cardwell, Innisfail and Tully Heads	Construction	Negative	<p>Accommodating up to 30 non-resident workers on average during construction could reduce the availability and affordability of rental and short-term accommodation for residents in Tully, Jarra Creek and communities within an hour's drive of the Project site.</p> <p>The rental market in Tully is very tight with a vacancy rate of 0.2% in October 2025. Stakeholders and Council's plans and strategies acknowledge the local housing shortage is a key constraint for attracting workers to the region. Non-resident construction workers are unlikely to use rental accommodation given their short-term contracts (weeks to months) and limited rental availability.</p> <p>There is no dedicated workforce accommodation in Tully or nearby, other than for backpackers and on-farm facilities provided by banana plantations for their seasonal workers.</p> <p>Stakeholders suggested that the construction workers could be accommodated at a temporary camp on-site.</p>	<p><b>Medium</b></p> <p>L – Possible</p> <p>M – Moderate</p>	<p>Workforce Accommodation Strategy that includes:</p> <ul style="list-style-type: none"> <li>• monitor short-term accommodation availability in Tully, Mission Beach, Cardwell, Innisfail and Tully Heads</li> <li>• maintain a register of short-term accommodation options and provide to contractors and sub-contractors</li> <li>• measures to encourage non-resident workers to stay in short-term accommodation / discourage use of rental accommodation</li> <li>• explore opportunities to partner with industry and/or other developers to use or repurpose existing temporary accommodation facilities</li> </ul>	<p><b>Low</b></p> <p>L – Unlikely</p> <p>M – Minor</p>
Reduced availability and affordability of short-term accommodation	Seasonal workers, skilled non-resident contractors, backpackers and visitors	Construction	Negative	<p>Accommodating up to 30 workers on average during construction could reduce the availability and affordability of short-term accommodation for seasonal workers, backpackers and visitors to Tully and nearby communities.</p> <p>There are more than 100 short-term accommodation options within an hour's drive of the Project site. Most of them are in Mission Beach, which is a popular tourist destination in the region. There is sufficient short-term accommodation capacity to cater for non-resident construction workers.</p> <p>Banana plantations generally provide accommodation for their seasonal workers. This includes a combination of on-farm accommodation, shared and rental accommodation in Tully and surrounds. Stakeholders shared that backpacker hostels in Tully are very busy, although the number of backpackers visiting the area has not returned to pre-COVID levels. Non-resident construction workers are not expected to compete with seasonal workers and backpackers for accommodation.</p> <p>Skilled non-resident contractors including maintenance workers for local industry and tradespeople generally occupy short-term accommodation when they are in the region. For example, the Tully Motel's clients are mostly tradespeople during the week. The Project's construction workforce may compete with skilled non-resident contractors for short-term accommodation, however there is sufficient capacity, especially at Mission Beach.</p> <p>Local events that attract out-of-towners who stay in local accommodation occur over weekends in May, July, September and November. Non-resident construction workers staying in short-term accommodation during these periods may reduce availability and/or affordability for visitors. If visitors are unable to secure accommodation, they may not travel to the area and attend events.</p>	<p><b>Low</b></p> <p>L – Possible</p> <p>M – Minor</p>	<ul style="list-style-type: none"> <li>• engage with short-term accommodation providers to secure accommodation for the construction workforce that avoids peak visitor periods</li> <li>• continue engaging with Cassowary Coast Regional Council regarding appropriate accommodation solutions, including any necessary temporary workforce accommodation facility on site.</li> </ul>	<p><b>Low</b></p> <p>L – Possible</p> <p>M – Minor</p>



## 6.3 Local business and industry procurement

The Project will offer supply and procurement opportunities and increase demand for local labour and skills during construction and operation.

The assessment of the following potential impacts (positive and negative) including proposed management measures is outlined in Table 13:

- Increased economic activity and industry diversification for local and regional businesses during construction and operation (benefit)
- Reduced availability of labour and skills for local businesses due to increased competition during construction and operation (negative impact).

Table 13: Assessment of potential local business and industry procurement impacts

Impact	Stakeholder group	Project phase	Positive / Negative impact	Impact assessment	Impact significance	Proposed management measures	Residual significance
Increased economic activity and industry diversification for local and regional businesses	Local and regional businesses	Construction	Positive	<p>Project procurement activities will increase local and regional supply opportunities for local and regional businesses. It would also increase industry diversification for the local and regional economies.</p> <p>Sugar cane and banana farms and sugar manufacturing are the key industries in the local and regional area. Local businesses rely heavily on these industries. Tully, in particular, has strong ties to the sugar growing and manufacturing industry with the Tully Sugar Mill located in town and processing cane grown in the surrounding region. Stakeholders shared that diversifying the local and regional economy has been a challenge and that the project presents an opportunity for local businesses to expand their offerings into the renewable energy industry.</p> <p>Stakeholders also suggested that instead of relying on a major contractor based in Cairns or Townsville to sub-contract to small-to-medium enterprises (SME), work packages could be broken up into smaller contracts to make procurement processes more accessible for local and regional SMEs.</p> <p>Project procurement activities during construction will offer opportunities for local and regional businesses engaged in earthworks, civil works, transportation and logistics, crange, electrical installation, and electrical testing and commissioning. These opportunities will be short-term (weeks to months).</p> <p>During operation, project procurement activities will target local and regional businesses engaged in landscaping and electrical maintenance. These opportunities could be long-term for the life of the Project (up to 20 years) although maintenance would only be required several times a year.</p>	<p><b>Medium</b></p> <p>L – Possible</p> <p>M – Moderate</p>	<p>Local Business and Industry Procurement Plan that includes measures for:</p> <ul style="list-style-type: none"> <li>embedding local content and First Nations content procurement strategies into the Project's contracting model</li> <li>maintaining a local supplier register</li> <li>engaging early with Tully and District Chamber of Commerce, local and First Nations-owned businesses to inform them of upcoming procurement opportunities</li> <li>collaborating with Cassowary Coast Regional Council and the Tully and District Chamber of Commerce to develop local and regional business capacity and promote procurement opportunities</li> <li>using standardised tendering processes and accreditation pathways</li> <li>negotiate payment terms with small-to-medium businesses, where required</li> <li>holding Tully and FNQ supplier briefings</li> <li>ICN Gateway tender packages.</li> </ul>	<p><b>High</b></p> <p>L – Likely</p> <p>M – Moderate</p>
		Operation	Positive	<p>Project procurement activities during construction will offer opportunities for local and regional businesses engaged in earthworks, civil works, transportation and logistics, crange, electrical installation, and electrical testing and commissioning. These opportunities will be short-term (weeks to months).</p> <p>During operation, project procurement activities will target local and regional businesses engaged in landscaping and electrical maintenance. These opportunities could be long-term for the life of the Project (up to 20 years) although maintenance would only be required several times a year.</p>	<p><b>Low</b></p> <p>L – Possible</p> <p>M – Minor</p>		<p><b>Medium</b></p> <p>L – Almost certain</p> <p>M – Minor</p>
Reduced availability of labour and skills for local businesses due to increased competition	Tully Sugar Mill Local and regional businesses	Construction	Negative	<p>Project employment and procurement opportunities during construction and operation could increase competition for skilled and unskilled workers with local businesses and industry.</p> <p>Stakeholders shared their experiences of losing skilled workers to other energy infrastructure projects in the region and highlighted concerns that they would also lose staff to the Project.</p> <p>The Project's construction workforce requires workers with particular skills for only a short period (weeks to months) depending on the phase of construction. It is not expected that workers employed full-time in other businesses would seek to take up temporary, short-term employment with the Project during the construction phase. It is anticipated that the construction workforce would be sourced through contractors with an existing workforce from local and regional firms.</p> <p>The operational workforce will form part of RWE's BESS operations team. A small local workforce will be needed to undertake maintenance at the site several times a year for short periods. It is not expected that demand for a small maintenance crew would reduce availability of labour and skills for local businesses.</p>	<p><b>Medium</b></p> <p>L – Possible</p> <p>M – Moderate</p>	<p>Workforce Management Plan that includes:</p> <ul style="list-style-type: none"> <li>Ongoing engagement with the Tully and District Chamber of Commerce and Cassowary Coast Regional Council's Economic Leadership Committee regarding region-wide workforce and skills development plans and strategies</li> <li>Strategies that discourage poaching workers with in-demand skills from Tully businesses.</li> </ul>	<p><b>Low</b></p> <p>L – Possible</p> <p>M – Minor</p>
		Operation	Negative	<p>The Project's construction workforce requires workers with particular skills for only a short period (weeks to months) depending on the phase of construction. It is not expected that workers employed full-time in other businesses would seek to take up temporary, short-term employment with the Project during the construction phase. It is anticipated that the construction workforce would be sourced through contractors with an existing workforce from local and regional firms.</p> <p>The operational workforce will form part of RWE's BESS operations team. A small local workforce will be needed to undertake maintenance at the site several times a year for short periods. It is not expected that demand for a small maintenance crew would reduce availability of labour and skills for local businesses.</p>	<p><b>Low</b></p> <p>L – Unlikely</p> <p>M – Minor</p>		<p><b>Negligible</b></p> <p>L – Rare</p> <p>M – Minor</p>



## 6.4 Health and community wellbeing

Project construction and operation activities will change local amenity and traffic conditions, demand for health and emergency services and Council-owned essential infrastructure, potentially cause the loss or decline of environmental, cultural heritage and property values, and increase perceptions of risk to community health and safety.

The assessment of the following potential impacts (positive and negative) including proposed management measures is outlined in Table 14:

- Increased traffic disruption and road safety risks and road condition deterioration along construction transport route (i.e., inconveniences, connectivity, accessibility, travel time) (negative)
- Reduced capacity and availability of health and emergency services (negative)
- Increased demand on (Council-owned) essential infrastructure (e.g., waste, water and sewage) (negative)
- Loss of or decline in ecological aspects valued by community (negative)
- Increased community investment opportunities (positive)
- Increased disruptions to surrounding amenity (noise and vibration, dust, light) (negative)
- Loss of or decline in cultural heritage value contributed by disruptions to sites and landscapes of cultural heritage significance (negative)
- Loss of or decline in visual landscape amenity valued by community (negative)
- Increased fire risk and soil or water contamination potentially affecting community health and safety (negative)
- Land devaluation (negative)
- Perceived permanent loss of good quality agricultural land (negative)
- Improved electricity network reliability (positive).

Table 14: Assessment of potential health and community wellbeing impacts

Impact	Stakeholder group	Project phase	Positive / Negative impact	Impact assessment	Impact significance	Proposed management measures	Residual significance
Increased traffic disruption and road safety risks and road condition deterioration along construction transport route (i.e., inconveniences, connectivity, accessibility, travel time)	Jarra Creek community Kareeya Power Station workers Banana plantation workers	Construction	Negative	<p>The Project could increase traffic disruption, road safety risks, and deterioration of road conditions during construction through:</p> <ul style="list-style-type: none"> <li>Transporting workers, components and material during construction</li> <li>Undertaking road upgrades and maintenance activities.</li> </ul> <p>Stakeholders noted several road users who would be affected including residents along Tully Gorge Road, the school bus, Kareeya Power Station workers and banana plantation workers. There are 3 large banana plantations along Tully Gorge Road who transport their workers via bus. A school bus also services Tully Gorge Road.</p> <p>Construction traffic will access the site via Dean Road, Tully Gorge Road and Sandy Creek Road, avoiding travel through the Tully township. All of these roads are local roads managed by Council. The traffic impact assessment undertaken for the Project found that the Project would generate an average of 90 traffic movements to and from the site (two-way movement) per day, which is expected to have a negligible traffic impact on the surrounding road network.</p>	<p><b>Low</b></p> <p>L – Possible</p> <p>M – Minor</p>	<ul style="list-style-type: none"> <li>Workers to be shuttled to Project site from accommodation (e.g. Tully / Mission Beach).</li> <li>Maintain roads in accordance with infrastructure agreements with Cassowary Coast Regional Council and Department of Transport and Main Roads.</li> <li>Consult with banana plantation operators and Kareeya Power Station to understand worker movements (start/end shift times) to inform construction traffic schedule.</li> <li>Minimise traffic during peak traffic periods along Tully Gorge Road (associated with banana / power station shift times and school bus).</li> <li>Provide advance notification to the community, banana plantation operators and Kareeya Power Station regarding traffic movements, planned road upgrades and maintenance activities.</li> <li>Provide notifications about unplanned traffic delays and interruptions.</li> </ul>	<p><b>Low</b></p> <p>L – Unlikely</p> <p>M – Minor</p>
Reduced capacity and availability of health and emergency services	Tully and Jarra Creek communities Local disaster management group (CCRC)	Construction	Negative	<p>The Project could increase demand for health and emergency services during construction through:</p> <ul style="list-style-type: none"> <li>Having up to 30 non-resident workers during peak construction potentially accessing local health services. Although workers will be employed on short-term basis and are expected to access health services in their home community.</li> <li>Workplace accidents could occur during construction activities such as transporting workers, components, and materials; civil works, cramage, and electrical works requiring emergency response. Strict workplace health and safety regulations apply to construction work that manage the risk of workplace accidents.</li> <li>Bushfires on site requiring emergency response. The Bushfire Hazard Assessment undertaken for the Project assessed the overall risk level for the BESS as 'low' (Meridian Urban, 2025).</li> </ul> <p>There are limited emergency services personnel in Tully. For example, the local auxiliary fire station relies on responders from nearby communities. Stakeholders shared that the hospital is well serviced although some community members need to travel to Innisfail, Townsville or Cairns for specialist health services.</p> <p>Any additional demand on local health and emergency services could reduce the capacity of health and emergency services to provide services to the community.</p>	<p><b>Medium</b></p> <p>L – Possible</p> <p>M – Moderate</p>	<ul style="list-style-type: none"> <li>Construction workers will be provided with access to telehealth, registered nurse practitioner and mental health support.</li> <li>Design and construct project to manage bushfire hazard in accordance with Bushfire Hazard Assessment and Management Plan.</li> <li>Develop Emergency Response Plan in consultation with QFD, QPS, QAS, SES and Local Disaster Management Group.</li> </ul>	<p><b>Low</b></p> <p>L – Possible</p> <p>M – Minor</p>
Increased demand on (Council-owned) essential infrastructure (e.g.,	Cassowary Coast Regional Council	Construction	Negative	<p>Project construction activities may increase demand on Council-owned essential infrastructure including through generation of construction and putrescible waste and sourcing potable and non-potable water.</p>	<p><b>Low</b></p> <p>L – Possible</p> <p>M – Minor</p>	<ul style="list-style-type: none"> <li>Consult with Cassowary Coast Regional Council regarding potential water source solutions and capacity of licenced waste</li> </ul>	<p><b>Low</b></p> <p>L – Possible</p> <p>M – Minor</p>

Impact	Stakeholder group	Project phase	Positive / Negative impact	Impact assessment	Impact significance	Proposed management measures	Residual significance
waste, water and sewage)				Council manages the Tully Water Supply Scheme, Tully Sewerage Scheme and a primary waste transfer facility in Tully. Council is seeking to upgrade ageing networks and expand capacity to support growth in the LGA.		facilities to accommodate Project construction waste.	
Loss of or decline in ecological aspects valued by community	Tully and Jarra Creek communities Gulngay People - Traditional Owners Environmental groups	Construction	Negative	<p>Project construction activities could cause a loss of or decline in ecological and environmental aspects of the site.</p> <p>The site (2 properties) has been previously cleared and is used as cattle grazing. The environmental values of the site and adjacent area include a watercourse, least concern and endangered regrowth vegetation, and a wetland. The Project has been designed to avoid clearing environmental values of the site. The BESS project area does not require clearing of any environmental values. The OHTL alignment spans two areas of vegetation along minor watercourses. Only some vegetation trimming may be required to meet electrical safety requirements (maintain safe distance between tree canopy and electrical lines). These patches of vegetation do not need to be fully cleared for the OHTL.</p> <p>A mahogany glider habitat corridor is mapped over the Project site coinciding with the wetland. Ecological surveys undertaken for the Project found that vegetation within the mapped corridor is unlikely to be suitable as preferred habitat as the vegetation is closed regrowth with dense, young tree canopy and dense small tree and shrub layer, which is not ideal for Mahogany glider movement. Two tree species are abundant in the area, which are contra-indicators for Mahogany glider and there are few large trees of a suitable size to support hollows that would be used as dens (Attexo, 2025). The Project has been designed to avoid the Mahogany Glider corridor. The OHTL crosses a narrow section of the corridor, however, this will be a full span overhead line and does not require any ground disturbance or vegetation clearing. As described earlier, minimal vegetation trimming may be required to maintain electrical safety requirements.</p> <p>The Project has been determined to be 'not a controlled action' under the EPBC Act by DCCEEW and therefore does not require any further environmental assessment by the Federal Government due to the limited environmental values impact by the Project.</p>	<p><b>Low</b></p> <p>L – Possible M – Minor</p>	<ul style="list-style-type: none"> <li>Implement relevant management measures identified in environmental assessments and plans (i.e., Bushfire Hazard Assessment and Management Plan, Ecological Assessment Report, and Landscape Plan) and management plans to be developed (Construction Environment Management Plan, Preliminary Erosion and Sediment Control Plan, and Stormwater Management Plan).</li> <li>Implement the project in accordance with State environmental approval conditions, if applicable.</li> </ul>	<p><b>Low</b></p> <p>L – Unlikely M – Minor</p>
Increased community investment opportunities	Tully and Jarra Creek communities	<p>Construction</p> <hr/> <p>Operation</p>	Positive	<p>RWE will continue delivering Development Phase Sponsorship Fund to support early community initiatives and deliver a Construction and Operations Community Benefits Fund spanning the full project lifecycle. The program will focus on providing funding and support for local schools, sporting clubs, cultural initiatives, and community events.</p> <p>Tully is home to a close-knit, supporting and diverse community. A stakeholder described the community as a 'working man's town' made up of 'business owners and good working folk'. The community's priorities and needs, as identified by Council in a community survey include:</p> <ul style="list-style-type: none"> <li>Local road infrastructure</li> <li>Council leadership and governance</li> <li>Improved community safety</li> <li>Support for senior residents to stay healthy</li> <li>Improved health services.</li> </ul> <p>Stakeholders interviewed for the SIA noted additional investment opportunities including:</p>	<p><b>Low</b></p> <p>L – Possible M – Minor</p> <p><b>Medium</b></p> <p>L – Possible M – Moderate</p>	<p>Include the following measures in the Community and Stakeholder Engagement Plan for pre-construction and construction phases:</p> <ul style="list-style-type: none"> <li>Collaborate with Tully and Jarra Creek communities and Cassowary Coast Regional Council on opportunities to provide benefits to the communities.</li> <li>Coordinate and collaborate with other industry in the Cassowary Coast LGA on community benefit opportunities.</li> <li>Develop and implement a Construction and Operations Community Benefits Fund that supports local community organisations and local-led initiatives.</li> <li>Ongoing community reference group.</li> <li>First Nations Engagement Plan.</li> </ul>	<p><b>High</b></p> <p>L – Almost certain M – Moderate</p>

Impact	Stakeholder group	Project phase	Positive / Negative impact	Impact assessment	Impact significance	Proposed management measures	Residual significance
				<ul style="list-style-type: none"> <li>Support for initiatives aligned with health, youth support and programs targeting the Aboriginal community</li> <li>Support for Land and Sea Ranger Program</li> <li>Bus transportation for seniors</li> <li>Support for Tully Arts Precinct</li> <li>Support for a program similar to the Mission Arts Theatre Ensemble</li> <li>Supporting relocation of the Australian Sugar Museum to Tully</li> <li>Promoting Tully Sugar Mill tours.</li> </ul>			
Increased disruptions to surrounding amenity (noise and vibration, dust, light)	Jarra Creek community Neighbouring landholders	Construction and operation	Negative	<p>Construction and operation of the Project could generate noise and vibration, dust and light impacting the amenity of the surrounding area.</p> <p>Impacts to amenity during construction are temporary and will cease at the end of construction. Operation of the BESS will continue to generate noise for the life of the Project.</p> <p>The nearest sensitive receptors to the Project likely already experience noise impacts from the existing Tully substations and from the Bruce Highway, about 3 km east of the site. Sensitive receptors located south and north-west of the Project are located in a rural environmental where background and ambient noise levels may be comparatively low.</p> <p>The noise impact assessment undertaken for the Project found that the operational noise is predicted to be below the acoustic quality objectives at all sensitive receptors (Marshall Day Acoustics, 2025).</p>	<b>Medium</b> L – Likely M – Minor	<ul style="list-style-type: none"> <li>Develop and implement Construction Environment Management Plan including measures to manage potential noise and vibration, dust and lighting impacts.</li> <li>Develop and operate the BESS in accordance with development approval conditions (including operational noise conditions).</li> <li>Incorporate mitigation measures to ensure Project complies with CCRC Planning Scheme AO5.1 criteria. For example, provide a noise barrier north of the batteries.</li> </ul>	<b>Low</b> L – Possible M – Minor
Loss of or decline in cultural heritage value contributed by disruptions to sites and landscapes of cultural heritage significance	Gulngay People – Traditional Owners	Construction and operation	Negative	<p>Project construction activities could disrupt site and landscapes of cultural heritage significance, potentially causing a loss of or decline in cultural heritage values for the Gulngay People.</p> <p>RWE has proactively engaged with Gulngay People and undertaken surveys of the site to inform management of cultural heritage and development of a cultural heritage agreement.</p>	<b>Low</b> L – Possible M – Minor	<ul style="list-style-type: none"> <li>Comply with cultural heritage agreement with Gulngay Aboriginal Corporation.</li> <li>Continue proactive and meaningful engagement with Gulngay Aboriginal Corporation.</li> </ul>	<b>Low</b> L – Unlikely M – Minor
Loss of or decline in visual landscape amenity valued by community	Neighbouring landholders	Construction and operation	Negative	<p>Constructing and operating the Project could result in a loss of or decline in visual landscape amenity.</p> <p>While the BESS will introduce electrical infrastructure to a property currently used for rural residential and cattle grazing purposes, the existing substation and OHTL infrastructure adjacent to the Project site are visible from Tully Gorge Road and Sandy Creek Road.</p> <p>A scenic amenity impact assessment was prepared for the Project, which found it could be visible from Tully Gorge Road. However, dwellings, vegetation and existing electricity infrastructure would obscure views. The Project would not be visible from dwellings along Maple Terrace. The Project would be visible from Sandy Creek Road; however, the impacts are considered low with the implementation of screening (iris, 2025).</p>	<b>Medium</b> L – Likely M – Minor	<ul style="list-style-type: none"> <li>Implement mitigations recommended in the Landscape Plan (planting screening vegetation along road frontages).</li> </ul>	<b>Low</b> L – Unlikely M – Minor
Perceived permanent loss of good quality agricultural land	Tully Sugar Mill Canegrowers	Construction and operation	Negative	<p>The Project proposes a change in land use from rural residential properties with livestock grazing to include a BESS and associated infrastructure. The 2 dwellings would not be occupied once the Project commences construction. However, cattle grazing will be maintained on the balance of the site.</p>	<b>Low</b> L – Possible M – Minor	<ul style="list-style-type: none"> <li>Maintain current land (cattle grazing) on balance of site.</li> <li>Develop and implement Construction Environment Management Plan</li> </ul>	<b>Low</b> L – Unlikely M – Minimal

Impact	Stakeholder group	Project phase	Positive / Negative impact	Impact assessment	Impact significance	Proposed management measures	Residual significance
				<p>Stakeholders shared concerns that the Project would result in the permanent loss of high-quality farmland. The protection of good quality agricultural land is a core objective for the cane industry.</p> <p>The Agricultural Land Assessment (Attexo, 2025) found that the Project footprint would occupy about 9 ha within the 28.7 ha site. The Project area is mapped as ALC (Agricultural Land Classification) Class A &amp; B based on Council's Agricultural Land Overlay map. The Project could result in the loss of about 11.5 ha of cropping land that could potentially be used for sugar cane production and about 11.2 ha of grazing land. However, RWE will continue cattle grazing on the balance of the site maintaining its agricultural land use. Further, at the end of the Project life, the site would be returned to a rural use.</p>		<ul style="list-style-type: none"> <li>Develop and implement a Decommissioning Management Plan that allows for the land to be returned to agriculture.</li> </ul>	
Increased fire risk and soil or water contamination potentially affecting community health and safety	Neighbouring landholders Gulngay TOs Emergency services Local disaster management group (CCRC)	Operation	Negative	<p>The BESS presents a new land use and introduces new potential risks to the area. Reports of battery fires has heightened public concerns about the risks of fires and contamination affecting community health and safety.</p> <p>Stakeholders highlighted concerns about fire risk and potential soil and water contamination risk affecting community health and safety. A neighbouring landholder queried whether a fire at the BESS would impact on the way they use their property, in particular they were interested in buffer zones and measures to contain the fire and prevent damage to their property and activities on their property.</p> <p>A bushfire hazard assessment and management plan was prepared for the Project, which found that the bushfire risk identified can be managed acceptably (Meridian Urban, 2025).</p> <p>A natural hazard risk assessment will also be prepared for the Project.</p>	<p><b>Medium</b></p> <p>L – Possible M – Moderate</p>	<ul style="list-style-type: none"> <li>Establish an on-site firewater tank with a minimum 40,000 L capacity (or as directed by QFD).</li> <li>Design and construct Project to manage bushfire hazard in accordance with Bushfire Hazard Assessment and Management Plan.</li> <li>Develop Emergency Response Plan in consultation with QFD, QPS, QAS, SES and Local Disaster Management Group.</li> <li>Implement relevant management measures identified in environmental assessments and plans (i.e., Bushfire Hazard Assessment and Management Plan, Ecological Assessment Report, and Landscape Plan) and management plans to be developed (Preliminary Erosion and Sediment Control Plan, and Stormwater Management Plan).</li> <li>Implement the project in accordance with State environmental approval conditions, if applicable.</li> </ul>	<p><b>Low</b></p> <p>L – Possible M – Minor</p>
Land devaluation	Neighbouring landholders	Operation	Negative	<p>Constructing and operating a BESS and associated electrical infrastructure to rural residential area with agricultural land uses could affect land values. However, there are existing substations and electrical transmission infrastructure adjacent to the Project site so the BESS will not introduce a new land use to the area. The Project is also fully contained to the Project site and will meet all relevant technical standards.</p>	<p><b>Low</b></p> <p>L – Possible M – Minor</p>	<ul style="list-style-type: none"> <li>Implement mitigations recommended in the Landscape Plan (planting screening vegetation along road frontages).</li> <li>Maintain agricultural land use of the site.</li> </ul>	<p><b>Low</b></p> <p>L – Possible M – Minor</p>
Improved electricity network reliability	Cassowary Coast region	Operation	Positive	<p>The objective of the Project is to improve the reliability of the electricity network through feeding electricity into the grid during periods of peak demand.</p> <p>There are 2 renewable energy generators in the area with the Kareeya Power Station (hydroelectric) and Tully Sugar's biofuels generator. The BESS would complement these generators, firming the grid.</p>	<p><b>High</b></p> <p>L – Likely M – Moderate</p>	<ul style="list-style-type: none"> <li>Consult with Tully Sugar, Clean Co, Powerlink, Ergon Energy and AEMO regarding integrating BESS into the network</li> <li>Comply with generation licence conditions.</li> </ul>	<p><b>High</b></p> <p>L – Almost certain M – Moderate</p>



## 6.5 Impact assessment summary

The assessment indicates that most potential impacts are short-term and well managed, while the project delivers meaningful and lasting benefits for the community. Around half of all impacts are confined to the 18-month construction period, and all identified negative construction impacts are reduced to low significance once mitigation measures are applied. In contrast, construction will generate several positive outcomes, with four benefits assessed as medium to high significance when enhancement measures are implemented.

Over the longer operational phase, potential adverse effects are minimal, with all identified negative impacts rated as negligible or low after mitigation. At the same time, the project provides ongoing positive contributions, with four operational benefits assessed as medium to high significance following enhancement measures. In short, the findings highlight a project where proactive management limits short-term disruptions and supports substantial, enduring benefits.

## 6.6 Cumulative effects

The most notable large-scale development with the potential to overlap with the BESS construction timeframe is the Bruce Highway Flood Immunity Upgrade at Dallachy Road, near Tully. This major transport infrastructure project is designed to improve flood resilience on the Bruce Highway immediately north of Tully and, during construction, is expected to generate additional workforce and traffic in the region (TMR, 2025).

At the time of writing, the Bruce Highway Flood Immunity Upgrade is in the pre-construction phase, with completion anticipated by mid-2026, subject to weather conditions and construction progress (TMR, 2025). While the project may be completed prior to commencement of BESS construction, there remains a possibility that delays could result in an overlap between the two construction periods. On a precautionary basis, the Bruce Highway Flood Immunity Upgrade has therefore been included in the cumulative impact assessment.

In addition to major infrastructure projects, the region relies on seasonal workers during peak harvesting periods and skilled contractors for construction and trades work. Given the limited availability of dedicated accommodation for this workforce, seasonal workers and skilled contractors rely on the private rental market and short-term accommodation, which can place additional pressure on availability and affordability of local housing and accommodation.

Desktop research did not identify any other proposed developments of a scale or nature likely to contribute materially to cumulative impacts in the Project site and surrounding district (Tully and Jarra Creek SAL) or region (Cassowary Coast LGA).

The cumulative effects on the local and regional study area are summarised in Table 15. The assessment considers the potential effects of the Project, as described in the preceding sections, together with the Bruce Highway Flood Immunity Upgrade and seasonal workers and skilled contractors.

Table 15: Cumulative effects

Impact category	Cumulative impact	Description
<b>Workforce management</b>		
Competition for labour	Reduced availability of labour and skills	The Project and the Bruce Highway Flood Immunity Upgrade may increase competition for skilled and unskilled labour within the Cassowary Coast LGA. Local businesses may struggle to retain staff due to higher wages offered by proposed developments.
	Workforce demand	The Project and the Bruce Highway Flood Immunity Upgrade will also need to recruit relatively large workforces. The demand for workforce in the region will increase the pressure on an already constrained labour market. This could exacerbate existing workforce and skills shortages, potentially affecting businesses and industries



Impact category	Cumulative impact	Description
		across the Cassowary Coast LGA and surrounding areas that rely on construction labour, tradespeople, technicians, and managerial staff.
<b>Housing and accommodation</b>		
Availability and affordability	Reduced availability and affordability of housing and accommodation	The Project, Bruce Highway Flood Immunity Upgrade, and influx of seasonal workers during peak periods may increase demand for housing and accommodation in Tully and townships within an hour's drive of the Project site. Given existing housing constraints, even a relatively small increase of workers may place further pressure on the local housing market. Any reduction in housing availability and affordability is likely to be disproportionately experienced by vulnerable community members, including elderly residents and Aboriginal and Torres Strait Islander peoples.
<b>Local business and industry procurement</b>		
Business	Increase in transient population	The increase in the non-resident workforce associated the Project and Bruce Highway Flood Immunity Upgrade, may increase the likelihood of transient populations, such as technical or specialised labourers in Tully and surrounds. As such, there may be an increase in discretionary spending within the region. This includes supporting the economic growth of areas including retail, hospitality, fuel, and food venues.
Procurement	Increase in procurement and industry diversification opportunities	Construction and operation of proposed developments will increase opportunities for local businesses to participate in procurement processes and diversify their client base. This would support economic development in the Cassowary Coast LGA.
<b>Health and community wellbeing</b>		
Traffic safety	Increased road safety risks and traffic disruptions	The cumulative increase in the number of workers associated with these projects may result in higher traffic volumes. This may lead to increased traffic disruption, heightened road safety risks, and additional pressure on road conditions along key transport routes. In addition, overlapping construction activities may lead to a higher volume of road diversions and/or reduction in speed limits. These traffic control measures can alter how local communities use their road networks and consequently impact their daily routine and local business operations.
Amenity	Overlapping construction periods	The concurrent construction of projects within the region could exacerbate community concern over impacts to local amenities from dust, noise and vibration, and local flora and fauna.

Considering these cumulative impacts, where possible, the Proponent will engage with Cassowary Coast Regional Council, DTMR, and other developers in the region to further identify and confirm potential cumulative effects. From this, proponents can develop and implement strategies to avoid and/or manage the potential cumulative effects. In addition, it offers developers the opportunity to enhance project benefits.



## 7. Impact management and monitoring framework

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

The social impact management framework is comprised of the following plans and strategies:

- Community and Stakeholder Engagement Plan
- Workforce Management Plan
- Workforce Accommodation Strategy
- Local Business and Industry Procurement Plan
- Health and Community Wellbeing Plan.

These plans are all interrelated and, in particular, all link strongly to the Community and Stakeholder Engagement Plan.

It is the intention that the framework and associated management plans are developed further as necessary, in consultation with key stakeholders including Cassowary Coast Regional Council, prior to construction commencing, and then regularly reviewed during construction and operation. RWE will be responsible for these tasks and for the implementation of the management plans.

Complementary and supplementary to the social impact management and monitoring framework are the Project's other management plans including but not limited to the:

- Construction Environmental Management Plan
- Bushfire Hazard Assessment and Management Plan
- Stormwater Management Plan
- Preliminary Erosion and Sediment Control Plan
- Emergency Response Plan
- Decommissioning Management Plan.

### 7.1 Community and stakeholder engagement plan

As per the SIA Guideline, the key objectives of community and stakeholder engagement relating to the Project are to ensure transparent and inclusive community and stakeholder engagement informs the ongoing management and monitoring of potential social impacts during the construction and operational phases of the Project.

The Community and Stakeholder Engagement Plan is the key tool used to communicate with communities and stakeholders about Project details, and potential social impacts and benefits. RWE already has a plan in place for pre-construction.

The plan will be continuously updated and will capture the management measures and monitoring framework outlined in Table 16.



Table 16: Community and stakeholder engagement plan – monitoring framework

Management measures	Desired outcomes	Performance indicator	Monitoring		
			Mechanism	Responsibility	Timing/frequency
<ul style="list-style-type: none"> <li>Collaborate with Tully and Jarra Creek communities and Cassowary Coast Regional Council on opportunities to provide benefits to the communities.</li> <li>Coordinate and collaborate with other industry in the Cassowary Coast LGA on community benefit opportunities.</li> <li>Develop and implement a Construction and Operations Community Benefits Fund that supports local community organisations and local-led initiatives.</li> <li>Ongoing community reference group.</li> <li>First Nations Engagement Plan.</li> </ul>	<ul style="list-style-type: none"> <li>Community benefits are identified in consultation with Tully and Jarra Creek communities.</li> <li>Local community organisations and local-led initiatives are supported.</li> <li>First Nations Engagement Plan is developed and implemented.</li> </ul>	<ul style="list-style-type: none"> <li>Number of engagement events recorded</li> <li>Value of sponsorship provided to local community organisations and local-led initiatives</li> <li>Establishment of community reference group</li> <li>Development of First Nations Engagement Plan</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder engagement records</li> <li>Community benefit records</li> </ul>	RWE	<ul style="list-style-type: none"> <li>6 months prior to construction</li> <li>6 monthly during construction</li> <li>Annually for the first 2 years of operation</li> </ul>



## 7.2 Workforce management plan

As per the SIA Guideline, the key objectives of the workforce management plan are to:

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

Where possible the Project will maximise employment and training opportunities for the local and regional community and ensure a safe work environment. The plan will be continuously updated and will capture the management measures and monitoring framework outlined in Table 17.



Table 17: Workforce management plan – monitoring framework

Management measures	Desired outcomes	Performance indicator	Monitoring		
			Mechanism	Responsibility	Timing/frequency
<ul style="list-style-type: none"> <li>• A recruitment hierarchy that prioritises recruiting workers who live in (1) Tully / Jarra Creek communities, (2) Cassowary Coast LGA, (3) Cairns and Townsville LGAs.</li> <li>• Binding subcontractors to apply the recruitment hierarchy.</li> <li>• Ongoing engagement with the Tully and District Chamber of Commerce and Cassowary Coast Regional Council's Economic Leadership Committee regarding region-wide workforce and skills development plans and strategies</li> <li>• Strategies that discourage poaching workers with in-demand skills from Tully businesses.</li> <li>• Measures to promote employment and training opportunities in Tully / Jarra Creek communities, and in the Cassowary Coast, Cairns and Townsville LGAs.</li> <li>• Local Employment Policy (with targets).</li> <li>• Indigenous Procurement and Training Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• The Project employs local workers.</li> <li>• The Project employs Indigenous workers.</li> </ul>	<ul style="list-style-type: none"> <li>• Number of workers who are residents of Tully / Jarra Creek</li> <li>• Number of workers who are residents of Cassowary Coast LGA</li> <li>• Number of workers who identify as Indigenous</li> </ul>	<ul style="list-style-type: none"> <li>• Human Resource records</li> <li>• Contractor records</li> </ul>	<ul style="list-style-type: none"> <li>• RWE</li> <li>• Construction contractor</li> </ul>	<ul style="list-style-type: none"> <li>• 6 monthly during construction</li> </ul>



### 7.3 Workforce accommodation strategy

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

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

The plan will be continuously updated and will capture the management measures and monitoring framework outlined in Table 18.



Table 18: Workforce accommodation strategy – monitoring framework

Management measures	Desired outcomes	Performance indicator	Monitoring		
			Mechanism	Responsibility	Timing/frequency
<ul style="list-style-type: none"> <li>• Monitor short-term accommodation availability in Tully, Mission Beach, Cardwell, Innisfail and Tully Heads</li> <li>• Maintain a register of short-term accommodation options and provide to contractors and sub-contractors</li> <li>• Measures to encourage non-resident workers to stay in short-term accommodation / discourage use of rental accommodation</li> <li>• Explore opportunities to partner with industry and/or other developers to use or repurpose existing temporary accommodation facilities</li> <li>• Engage with short-term accommodation providers to secure accommodation for the construction workforce that avoids peak visitor periods</li> <li>• Continue engaging with Cassowary Coast Regional Council regarding appropriate accommodation solutions</li> <li>• Engage with CCRC on the strategy, including any temporary accommodation facility on site.</li> </ul>	<ul style="list-style-type: none"> <li>• Avoid non-resident workers occupying rental housing.</li> <li>• Minimise impacts on short-term accommodation during peak visitor periods.</li> </ul>	<ul style="list-style-type: none"> <li>• All non-resident workers stay in short-term accommodation.</li> <li>• No complaints received regarding non-resident workforce accommodation arrangements during peak visitor periods.</li> </ul>	<ul style="list-style-type: none"> <li>• Contracts with short-term accommodation providers</li> <li>• Expense receipts for accommodation</li> <li>• Complaints register</li> </ul>	<ul style="list-style-type: none"> <li>• RWE</li> <li>• Construction contractor</li> </ul>	<ul style="list-style-type: none"> <li>• 3 monthly during construction</li> </ul>



## 7.4 Local business and industry procurement plan

As per the SIA Guideline, the key objectives of the local business and industry procurement plan are to ensure that Project procurement practices:

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

RWE is committed to supply and procurement opportunities for local businesses and First Nations businesses through the Project, particularly for the Tully community and Cassowary Coast LGA.

The plan will be continuously updated and will capture the management measures and monitoring framework outlined in Table 19.



Table 19: Local business and industry procurement plan – monitoring framework

Management measures	Desired outcomes	Performance indicator	Monitoring		
			Mechanism	Responsibility	Timing/frequency
<ul style="list-style-type: none"> <li>• Embed local content and First Nations content procurement strategies into the Project's contracting model</li> <li>• Maintain a local supplier register</li> <li>• Engage early with Tully and District Chamber of Commerce, local and First Nations-owned businesses to inform them of upcoming procurement opportunities</li> <li>• Collaborate with Cassowary Coast Regional Council and the Tully and District Chamber of Commerce to develop local and regional business capacity and promote procurement opportunities</li> <li>• Use standardised tendering processes and accreditation pathways</li> <li>• Negotiate payment terms with small-to-medium businesses, where required</li> <li>• Hold Tully and FNQ supplier briefings</li> <li>• ICN Gateway tender packages.</li> </ul>	<ul style="list-style-type: none"> <li>• Procurement is maximised for local and regional businesses</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion and value of contracts awarded to:               <ul style="list-style-type: none"> <li>– local businesses in Tully and surrounds</li> <li>– First Nations-owned businesses</li> <li>– Cassowary Coast LGA businesses</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Procurement records</li> <li>• Supplier register</li> </ul>	<ul style="list-style-type: none"> <li>• RWE</li> <li>• Construction contractor</li> </ul>	<ul style="list-style-type: none"> <li>• 6 monthly during construction</li> </ul>



## 7.5 Health and community wellbeing plan

As per the SIA Guideline, the key objectives of the health and community wellbeing plan are to ensure that the Project:

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

The plan will be continuously updated and will capture the management measures and monitoring framework outlined in Table 20.

Table 20: Health and community wellbeing plan – monitoring framework

Management measures	Desired outcomes	Performance indicator	Monitoring		
			Mechanism	Responsibility	Timing/frequency
<ul style="list-style-type: none"> <li>Workers to be shuttled to Project site from Tully / Mission Beach.</li> <li>Upgrade and maintain roads in accordance with infrastructure agreements with Cassowary Coast Regional Council and Department of Transport and Main Roads.</li> <li>Consult with banana plantation operators and Kareeya Power Station to understand worker movements (start/end shift times) to inform construction traffic schedule.</li> <li>Minimise traffic during peak traffic periods along Tully Gorge Road (associated with banana / power station shift times).</li> <li>Provide advance notification to the community, banana plantation operators and Kareeya Power Station regarding traffic movements, planned road upgrades and maintenance activities.</li> <li>Provide notifications about unplanned traffic delays and interruptions.</li> </ul>	<ul style="list-style-type: none"> <li>Minimise traffic disruptions and contributions to road safety risks</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with infrastructure agreements</li> <li>Compliance with traffic management plan</li> <li>No traffic incidents involving Project workers / movements</li> </ul>	<ul style="list-style-type: none"> <li>Infrastructure agreement reporting</li> <li>Workplace health and safety records</li> <li>Traffic management plan compliance review</li> </ul>	<ul style="list-style-type: none"> <li>RWE</li> <li>Construction contractor</li> </ul>	<ul style="list-style-type: none"> <li>3 monthly during construction</li> </ul>
<ul style="list-style-type: none"> <li>Construction workers will be provided with access to telehealth, registered nurse practitioner and mental health support.</li> <li>Design and construct project to manage bushfire hazard in accordance with Bushfire Hazard Assessment and Management Plan.</li> <li>Develop Emergency Response Plan in consultation with QFD, QPS, QAS, SES and Local Disaster Management Group.</li> </ul>	<ul style="list-style-type: none"> <li>Minimise demand for health and emergency services</li> </ul>	<ul style="list-style-type: none"> <li>Feedback received from community and service providers about workforce demand on local health and emergency services</li> <li>Compliance with Bushfire Hazard Assessment and Management Plan</li> <li>Emergency Response Plan developed in consultation with emergency services</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder engagement records</li> <li>Complaints register</li> <li>Bushfire Hazard Assessment and Management Plan reporting</li> <li>Environmental management system records</li> </ul>	<ul style="list-style-type: none"> <li>RWE</li> <li>Construction contractor</li> </ul>	<ul style="list-style-type: none"> <li>6 monthly during construction</li> </ul>
<ul style="list-style-type: none"> <li>Consult with Cassowary Coast Regional Council regarding potential water source solutions and capacity of licenced waste facilities to accommodate Project construction waste.</li> </ul>	<ul style="list-style-type: none"> <li>Minimise demand for Council-owned essential infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Project water and waste management solutions developed in consultation with Cassowary Coast Regional Council</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder engagement records</li> </ul>	<ul style="list-style-type: none"> <li>RWE</li> <li>Construction contractor</li> </ul>	<ul style="list-style-type: none"> <li>Once, prior to construction commencing</li> </ul>
<ul style="list-style-type: none"> <li>Implement relevant management measures identified in environmental assessments and plans (i.e., Bushfire Hazard Assessment and Management Plan, Ecological Assessment Report, and Landscape Plan) and management plans to be developed (Construction Environment Management Plan, Preliminary Erosion and Sediment Control Plan, and Stormwater Management Plan).</li> <li>Implement the project in accordance with State environmental approval conditions, if applicable.</li> </ul>	<ul style="list-style-type: none"> <li>Minimise environmental impacts</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with Project management plans</li> <li>Compliance with approval conditions</li> </ul>	<ul style="list-style-type: none"> <li>Environmental management system records</li> </ul>	<ul style="list-style-type: none"> <li>RWE</li> <li>Construction contractor</li> </ul>	<ul style="list-style-type: none"> <li>6 monthly during construction</li> </ul>
<ul style="list-style-type: none"> <li>Develop and implement Construction Environment Management Plan including measures to manage potential noise and vibration, dust and lighting impacts.</li> <li>Develop and operate the BESS in accordance with development approval conditions (including operational noise conditions).</li> <li>Incorporate mitigation measures to ensure Project complies with CCRC Planning Scheme AO5.1 criteria. For example, provide a noise barrier north of the batteries.</li> <li>Implement mitigations recommended in the Landscape Plan (planting screening vegetation along road frontages).</li> </ul>	<ul style="list-style-type: none"> <li>Minimise disruptions to amenity</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with Project management plans</li> <li>Compliance with approval conditions</li> </ul>	<ul style="list-style-type: none"> <li>Environmental management system records</li> </ul>	<ul style="list-style-type: none"> <li>RWE</li> <li>Construction contractor</li> </ul>	<ul style="list-style-type: none"> <li>As per Construction Environment Management Plan during construction</li> <li>As per approval conditions during operation (operational noise)</li> </ul>
<ul style="list-style-type: none"> <li>Comply with cultural heritage agreement with Gulngay Aboriginal Corporation.</li> </ul>	<ul style="list-style-type: none"> <li>Minimise impacts on cultural heritage</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with cultural heritage agreement</li> </ul>	<ul style="list-style-type: none"> <li>Cultural heritage records</li> </ul>	<ul style="list-style-type: none"> <li>RWE</li> </ul>	<ul style="list-style-type: none"> <li>As and when required</li> </ul>

Management measures	Desired outcomes	Performance indicator	Monitoring		
			Mechanism	Responsibility	Timing/frequency
<ul style="list-style-type: none"> <li>Continue proactive and meaningful engagement with Gulngay Aboriginal Corporation.</li> </ul>		<ul style="list-style-type: none"> <li>Stakeholder engagement records</li> </ul>			
<ul style="list-style-type: none"> <li>Establish an on-site firewater tank with a minimum 40,000 L capacity (or as directed by QFD).</li> <li>Design and construct Project to manage bushfire hazard in accordance with Bushfire Hazard Assessment and Management Plan.</li> <li>Develop Emergency Response Plan in consultation with QFD, QPS, QAS, SES and Local Disaster Management Group.</li> <li>Implement relevant management measures identified in environmental assessments and plans (i.e., Bushfire Hazard Assessment and Management Plan, Ecological Assessment Report, and Landscape Plan) and management plans to be developed (Preliminary Erosion and Sediment Control Plan, and Stormwater Management Plan).</li> <li>Implement the project in accordance with State environmental approval conditions, if applicable.</li> </ul>	<ul style="list-style-type: none"> <li>Minimise fire and soil/water contaminations risks</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with Project management plans</li> <li>Emergency Response Plan developed in consultation with emergency services</li> <li>Compliance with approval conditions</li> </ul>	<ul style="list-style-type: none"> <li>Environmental management system records</li> <li>Stakeholder engagement records</li> </ul>	<ul style="list-style-type: none"> <li>RWE</li> <li>Construction contractor</li> </ul>	<ul style="list-style-type: none"> <li>6 monthly during construction</li> <li>During operation, as per:               <ul style="list-style-type: none"> <li>Bushfire Hazard Assessment and Management Plan</li> <li>Emergency Response Plan, if relevant</li> <li>State approval conditions</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Maintain current land (cattle grazing) on balance of site.</li> <li>Develop and implement Construction Environment Management Plan.</li> <li>Develop and implement a Decommissioning Management Plan that allows for the land to be returned to agriculture.</li> </ul>	<ul style="list-style-type: none"> <li>Minimise impacts on agricultural land</li> </ul>	<ul style="list-style-type: none"> <li>Cattle grazing is maintained on the site</li> <li>Compliance with Project managements</li> </ul>	<ul style="list-style-type: none"> <li>Environmental management system records</li> </ul>	<ul style="list-style-type: none"> <li>RWE</li> <li>Construction contractor</li> </ul>	<ul style="list-style-type: none"> <li>6 monthly during construction</li> <li>As per decommissioning management plan</li> </ul>
<ul style="list-style-type: none"> <li>Consult with Tully Sugar, Clean Co, Powerlink, Ergon Energy and AEMO regarding integrating BESS into the network.</li> <li>Comply with generation licence conditions.</li> </ul>	<ul style="list-style-type: none"> <li>Project contributes to electricity network reliability</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with generation licence conditions</li> </ul>	<ul style="list-style-type: none"> <li>Licence reporting</li> </ul>	<ul style="list-style-type: none"> <li>RWE</li> </ul>	<ul style="list-style-type: none"> <li>As per generation licence conditions</li> </ul>



## 8. Community investment opportunities

Community investment opportunities for the Tully and Jarra Creek communities listed in The 'host community' was defined in consultation between RWE and Cassowary Coast Regional Council and is shown on Figure 5. The Project's community investment opportunities would be focussed in the host community as set in the CBA to be agreed between RWE and Cassowary Coast Regional Council.

Table 21 were identified through stakeholder engagement and from Cassowary Coast Regional Council's plans, strategies and community scorecards.

The Project's community investment opportunities would be focussed in the host community as set out in the CBA to be agreed between RWE and Cassowary Coast Regional Council. The host community is shown on Figure 5 and was defined in consultation between RWE and Cassowary Coast Regional Council.

Table 21: Community investment opportunities

Community investment opportunity	Strategic alignment with Cassowary Coast Regional Council's plans and strategies
<b>Workforce management</b>	
<ul style="list-style-type: none"> <li>Scholarships and bursaries for students completing TAFE programs and university courses in Innisfail at the Cassowary Coast University Centre</li> </ul>	<ul style="list-style-type: none"> <li>Advocacy Plan 2025-2029</li> <li>Economic Development Strategy 2023-2033</li> <li>Our Plan for the Future 2025-2030</li> </ul>
<b>Housing and accommodation</b>	
<ul style="list-style-type: none"> <li>Collaborate with other developers and service providers, e.g. DTMR, to repurpose temporary workforce camps as a permanent facility that could provide crisis accommodation or dedicated accommodation for non-resident workers in the region</li> </ul>	<ul style="list-style-type: none"> <li>Local Housing Action Plan 2024-2029</li> </ul>
<b>Local business and industry procurement</b>	
<ul style="list-style-type: none"> <li>Promote tourism in Tully and surrounds such as Tully Sugar Mill tours</li> <li>Support relocation of the Australian Sugar Museum to Tully</li> </ul>	<ul style="list-style-type: none"> <li>Advocacy Plan 2025-2029</li> <li>Economic Development Strategy 2023-2033</li> <li>Our Plan for the Future 2025-2030</li> </ul>
<b>Health and community wellbeing</b>	
<ul style="list-style-type: none"> <li>Support:               <ul style="list-style-type: none"> <li>Land and Sea Ranger Program</li> <li>Bus transportation service for older residents</li> <li>Tully Arts Precinct including a program similar to the Mission Arts Theatre Ensemble</li> <li>Health and youth support initiatives</li> <li>Programs targeting the local Aboriginal community</li> <li>Local natural resource management groups on local ecological conservation initiatives and programs.</li> <li>Partnerships with local conservation groups and programs.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Advocacy Plan 2025-2029</li> <li>Economic Development Strategy 2023-2033</li> <li>Our Plan for the Future 2025-2030</li> <li>Sustainability Policy 2013</li> </ul>

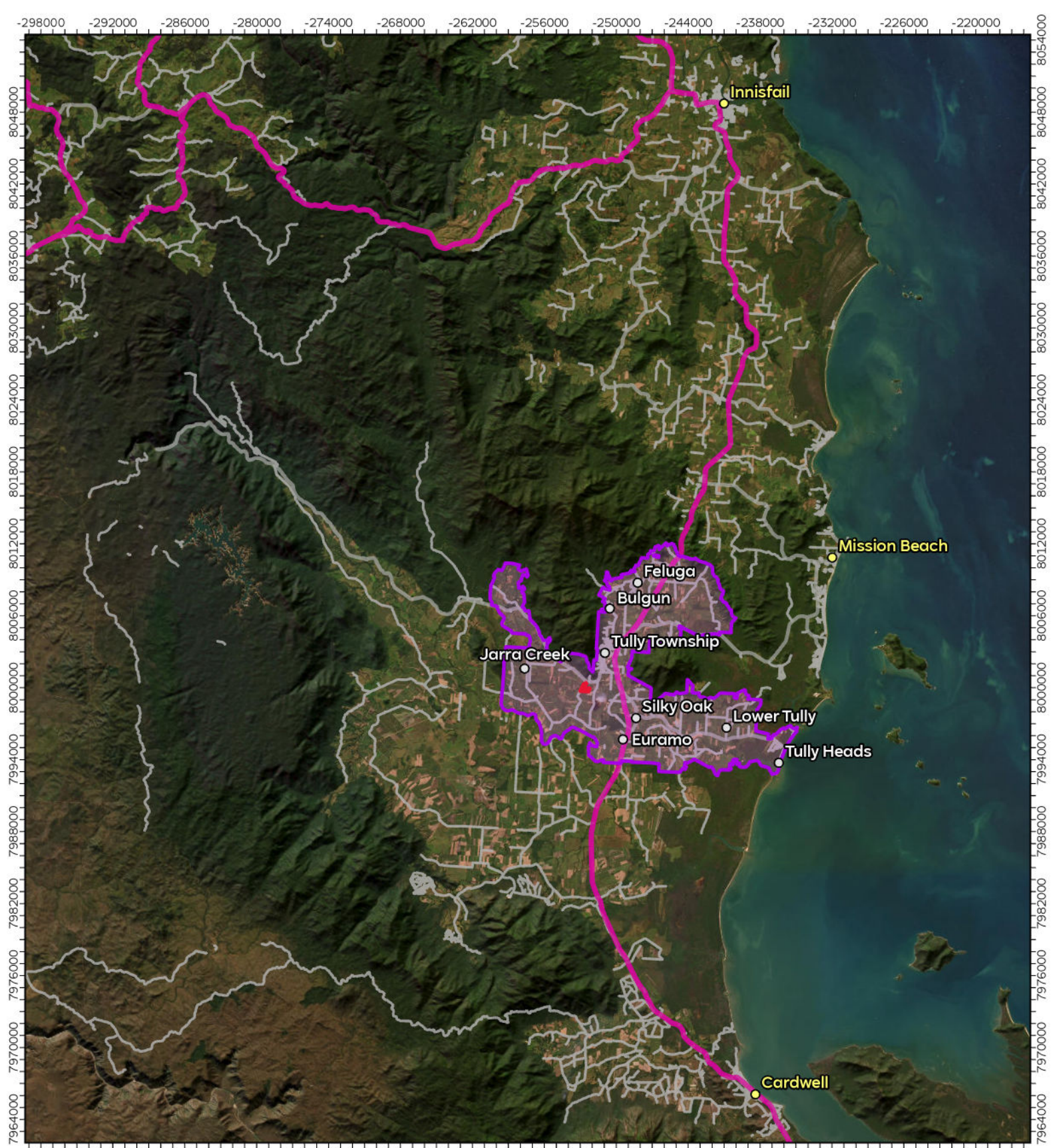


## Community investment opportunity

Strategic alignment with  
Cassowary Coast Regional  
Council's plans and strategies

### Workforce management

- Strategic investment in connectivity corridors.
- Contribute to weed and pest eradication programmes (e.g. Pond apple (*Annona glabra*) control and prevention programs, feral pig management).



**Legend**

- Project Boundary
- Host Community
- Highway
- Local Road



Tully BESS

**Host Community Map**



CRS: GDA2020 MGA Zone 56

Produced By: BF

Reviewed By: BS

25/02/2026

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## 9. Summary and conclusion

This SIA has been prepared in accordance with the SIA Guideline. It was developed in consultation with the Cassowary Coast Regional Council and stakeholders from Tully and surrounds.

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

- The Project's construction and operational activities and associated workforces
- Existing socio-economic characteristics of the Project site and surrounding district, region (Cassowary Coast LGA) and the labour and industry region (Cairns and Townsville LGAs)
- Outcomes of community and stakeholder engagement undertaken for the SIA and the broader Project
- Findings from other technical assessments prepared for the Project.

With the effective application of proposed management measures, all the Project's 13 potential negative impacts are assessed as having a low or negligible residual significance (Table 22). Most of these potential negative impacts would occur during construction (up to 18 months). Once the Project is operational, activities at the site will be similar to the nearby substations (short-term, routine maintenance). Potential impacts with a residual significance medium or higher are all positive impacts – 5 in total) and are summarised in Table 23.

Table 22: Summary of potential negative social impacts

Potential social impacts	Project phase	Impact significance	Residual significance
<b>Housing and accommodation</b>			
Reduced availability and affordability of rental accommodation	Construction	Medium	Low
Reduced availability and affordability of short-term accommodation	Construction	Low	Low
<b>Local business and industry procurement</b>			
Reduced availability of labour and skills for local businesses due to increased competition	Construction	Medium	Low
	Operation	Low	Negligible
<b>Health and community wellbeing</b>			
Increased traffic disruption and road safety risks and road condition deterioration along construction transport route (i.e., inconveniences, connectivity, accessibility, travel time)	Construction	Low	Low
Reduced capacity and availability of health and emergency services	Construction	Medium	Low
Increased demand on (Council-owned) essential infrastructure (e.g., waste, water and sewage)	Construction	Low	Low
Loss of or decline in ecological aspects valued by community	Construction	Low	Low
Increased disruptions to surrounding amenity (noise and vibration, dust, light)	Construction and operation	Medium	Low



Potential social impacts	Project phase	Impact significance	Residual significance
Loss of or decline in cultural heritage value contributed by disruptions to sites and landscapes of cultural heritage significance	Construction and operation	Low	Low
Loss of or decline in visual landscape amenity valued by community	Construction and operation	Medium	Low
Increased fire risk and soil or water contamination potentially affecting community health and safety	Operation	Medium	Low
Land devaluation	Operation	Low	Low
Perceived permanent loss of good quality agricultural land	Construction and operation	Low	Low

Table 23: Summary of potential positive social impacts

Potential social impacts	Project phase	Impact significance	Residual significance
<b>Workforce management</b>			
Increased employment opportunities	Construction and operation	Medium	Medium
Increased skills development and training opportunities	Construction	Low	Medium
<b>Local business and industry procurement</b>			
Increased economic activity and industry diversification for local and regional businesses	Construction	Medium	High
	Operation	Low	Medium
<b>Health and community wellbeing</b>			
Increased community investment opportunities	Construction	Low	High
	Operation	Medium	
Improved electricity network reliability	Operation	High	High

Management measures described in this SIA seek to mitigate potential negative impacts and enhance potential positive impacts. Measures also include ongoing engagement and collaboration with key stakeholders and local industries on initiatives and programs to address potential cumulative impacts and community needs.

The social impact management and monitoring framework outlined in this SIA provides for managing and monitoring the Project's potential impacts and effectiveness of proposed management measures. The framework may form the basis of a social impact management plan (SIMP), if required post-development approval. Preparation of the SIMP post-approval enables the Plan to be directly aligned with the final project scope, approval conditions and construction delivery model. This approach ensures management measures are practical, targeted and responsive to the approved Project and prevailing local conditions.

The framework consists of the following components:

- Community and Stakeholder Engagement Plan
- Workforce Management Plan
- Workforce Accommodation Strategy
- Local Business and Industry Procurement Plan
- Health and Community Wellbeing Plan.



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# **Appendix A**

## Social baseline datasets



## A-1 Demographics

Table A.1: Population (2016 and 2021)

Study area	Population (2016)	Population (2021)	% change
Tully (SAL)	2,390	2,368	-0.9%
Jarra Creek (SAL)	134	105	-21.6
Cassowary Coast (LGA)	28,726	29,157	1.5
Cairns	156,901	166,943	6.4
Townsville	186,757	192,768	3.2
Queensland	4,703,193	5,156,138	9.6

Table A.2: Indigenous status (2016 and 2021)

Study area	Aboriginal and/or Torres Strait Islander (2016)	Aboriginal and/or Torres Strait Islander (2021)
Tully (SAL)	286 (12%)	346 (14.6%)
Jarra Creek (SAL)	7 (5.2%)	6 (5.7%)
Cassowary Coast (LGA)	2,799 (9.7%)	3,206 (11%)
Queensland	186,482 (4.0%)	237,303 (4.6%)

Table A.3: Median age – total population (2021)

Study area	Median age (2016)	Median age (2021)
Tully (SAL)	38	38
Jarra Creek (SAL)	40	49
Cassowary Coast (LGA)	44	46
Queensland	37	38

Table A.4: Median age – Aboriginal and/or Torres Strait Islander peoples (2016 and 2021)

Study area	Median age (2016)	Median age (2021)
Tully (SAL)	22	22
Jarra Creek (SAL)	15	64
Cassowary Coast (LGA)	22	24
Queensland	22	23

Table A.5: Cultural diversity: ancestry (2021)

Study area	Top ancestries	%
Tully (SAL)	Australian	29.3
	English	26.4



Study area	Top ancestries	%
	Irish	11.0
	Australian Aboriginal	9.6
	Italian	8.9
Jarra Creek (SAL)	Australian	43.8
	English	41.0
	Italian	13.3
	Irish	12.4
	Scottish	10.5
Cassowary Coast (LGA)	English	32.0
	Australian	31.9
	Irish	10.6
	Italian	10.4
	Australian Aboriginal	8.9
Queensland	English	38.0
	Australian	33.4
	Irish	11.0
	Scottish	10.2
	German	6.0

Table A.6: Cultural diversity – Languages used at home (other than English) (2021)

Study area	Languages used at home	%
Tully (SAL)	Punjabi	4.1
	Italian	1.9
	Bislama	1.6
	Mandarin	0.7
	Tagalog	0.7
	Non-English households	18.6
Jarra Creek (SAL)	English only	88.6
Cassowary Coast (LGA)	Punjabi	2.8
	Italian	1.2
	Hmong	0.8
	Bislama	0.5
	Tagalog	0.4
	Non-English households	11.9
Queensland	Mandarin	1.6



Study area	Languages used at home	%
	Vietnamese	0.6
	Punjabi	0.6
	Spanish	0.6
	Cantonese	0.5
	Non-English households	15.6

## A-2 Economics

Table A.7: Participation in the labour force (2021)

Study area	In the labour force	Not in the labour force
Tully (SAL)	1,109 (55.9%)	615 (31%)
Jarra Creek (SAL)	59 (68.6%)	22 (25.6%)
Cassowary Coast (LGA)	13,030 (54.1%)	8,611 (35.8%)
Cairns (LGA)	84,498 (62.5%)	38,051 (28.2%)
Townsville (LGA)	99,034 (63.6%)	44,636 (28.6%)
Queensland	(2,582,802) 61.6%	1,340,215 (32%)

Table A.8: Employment status (2021)

Study area	Worked full-time		Worked part-time		Away from work		Unemployed	
	No.	%	No.	%	No.	%	No.	%
Tully (SAL)	686	61.9	313	28.2	68	6.1	39	3.5
Jarra Creek (SAL)	38	64.4	16	27.1	5	8.5	0	0
Cassowary Coast (LGA)	7,277	55.8	4,189	32.1	869	6.7	700	5.4
Cairns (LGA)	46,588	55.1	27,791	32.9	5,268	6.2	4,853	5.7
Townsville (LGA)	59,317	59.9	28,759	29.0	28,759	29.0	5,044	5.1
Queensland	1,442,451	55.8	786,940	30.5	214,697	8.3	138,714	5.4

Table A.9: Unemployment rate (Department of Employment and Workplace Relations, 2025)

Study area	Unemployment rate (%)			
	Sept 2024	Dec 2024	Mar 2025	Jun 2025
Tully (SA2)	3.3	3.5	3.5	4.5
Cassowary Coast (LGA)	4.2	4.2	4.2	5.4
Cairns (LGA)	2.9	2.9	2.9	3.6
Townsville (LGA)	4.1	4.0	4.7	5.3
Queensland	4.1	4.0	4.0	4.0



Table A.10: Occupation (2021)

Occupation	Tully (SAL)		Jarra Creek (SAL)		Cassowary Coast (LGA)		Cairns (LGA)		Townsville (LGA)		Queensland	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Labourers	378	35.3	6	10.3	2,529	20.5	7,874	9.9	8,780	9.3	246,394	10.1
Managers	132	12.3	14	24.1	1,809	14.7	8,814	11.1	9,528	10.1	305,755	12.5
Technicians and Trades Workers	103	9.6	10	17.2	1,682	13.6	11,931	15.0	13,681	14.6	333,915	13.7
Machinery Operators and Drivers	103	9.6	12	20.7	1,132	9.2	4,478	5.6	7,007	7.5	166,739	6.8
Community and Personal Service Workers	101	9.4	4	6.9	1,346	10.9	11,887	14.9	15,159	16.1	301,039	12.3
Professionals	81	7.6	5	8.6	1,415	11.5	16,235	20.4	18,550	19.7	523,395	21.4
Clerical and administrative workers	69	6.4	5	8.6	1,174	9.5	9,531	12.0	11,599	12.3	309,376	12.7

Table A.11: Highest non-school qualification: field of study (2021)

Field of study	Tully (SAL)		Jarra Creek (SAL)		Cassowary Coast (LGA)		Cairns (LGA)		Townsville (LGA)		Queensland	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Engineering and Related Technologies	144	22.7	18	46.2	2,335	23.8	12,613	17.8	15,059	19.5	380,136	14.5
Management and Commerce	97	15.3	3	7.7	1,533	15.6	13,629	19.2	13,816	17.9	480,526	18.4
Health	78	12.3	4	10.3	1,098	11.2	9,996	14.1	11,589	15.0	285,611	10.9
Society and Culture	74	11.7	5	12.8	1,117	11.4	10,326	14.6	11,585	15.0	309,683	11.8
Food, Hospitality and Personal Services	65	10.3	9	23.1	770	7.9	5,700	8.0	5,254	6.8	146,167	5.6
Education	64	1.0	0	0	1,087	11.1	6,885	9.7	7,348	9.5	205,309	7.8



Field of study	Tully (SAL)		Jarra Creek (SAL)		Cassowary Coast (LGA)		Cairns (LGA)		Townsville (LGA)		Queensland	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%

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Table A.12: Industry of employment, Tully, Jarra Creek, Cassowary Coast, and Queensland (2021)

Industry of employment	Tully (SAL)		Jarra Creek (SAL)		Cassowary Coast (LGA)		Queensland	
	No.	%	No.	%	No.	%	No.	%
Other Fruit and Tree Nut Growing	257	24	6	10.3	1,324	10.7	4,086	0.2
Sugar Manufacturing	65	6.1	4	6.9	478	3.9	3,910	0.2
Supermarket and Grocery Stores	54	5.0	6	10.3	422	3.4	61,444	2.5
Road Freight Transport	38	3.6	4	6.9	421	3.4	29,755	1.2
Sugar Cane Growing	36	3.4	8	13.8	422	3.4	3,901	0.2

Table A.13: Industry of employment, Cairns, Townsville and Queensland (2021)

Industry of employment	Cairns (LGA)		Townsville (LGA)		Queensland	
	No.	%	No.	%	No.	%
Hospitals (except Psychiatric Hospitals)	5,527	6.9	6,245	6.6	122,121	5.0
Other Social Assistance Services	2,545	3.2	2,880	3.1	58,762	2.4
Accommodation	2,229	2.8	-	-	28,759	1.2
Cafes and Restaurants	2,228	2.8	-	-	55,180	2.3
Supermarket and Grocery Stores	2,142	2.7	-	-	61,444	2.5
Defence	-	-	5,266	5.6	19,221	0.8
Primary Education	-	-	2,651	2.8	59,930	2.5
Takeaway Food Services	-	-	2,554	2.7	55,193	2.3

Table A.14: Level of highest educational attainment (2021)

Study area	Bachelor Degree level and above	Advanced Diploma and Diploma level	Certificate level IV	Certificate level III	Year 12	Year 11	Year 10
Tully (SAL)	156 (7.9%)	124 (6.3%)	37 (1.9%)	261 (13.2%)	338 (17%)	113 (5.7%)	325 (16.4%)
Jarra Creek (SAL)	7 (8.1%)	3 (3.5%)	3 (3.5%)	21 (24.4%)	18 (20.9%)	4 (4.7%)	19 (22.1%)
Cassowary Coast (LGA)	2,426 (10%)	1,701 (7.1%)	718 (3%)	4,263 (17.7%)	3,385 (14.1%)	1,121 (4.7%)	3,928 (16.3%)
Cairns (LGA)	25,830 (19.1%)	13,280 (9.8%)	5,257 (3.9%)	22,414 (16.6%)	20,368 (15.1%)	5,894 (4.4%)	14,496 (10.7%)



Study area	Bachelor Degree level and above	Advanced Diploma and Diploma level	Certificate level IV	Certificate level III	Year 12	Year 11	Year 10
Townsville (LGA)	28,215 (18.1%)	12,824 (8.2%)	6,546 (4.2%)	26,021 (16.7%)	26,250 (16.8%)	6,636 (4.3%)	20,010 (12.8%)
Queensland	918,466 (21.9%)	395,615 (9.4%)	151,390 (3.6%)	640,878 (15.3%)	651,775 (15.5%)	164,314 (3.9%)	499,629 (11.9%)

## A-3 Housing and accommodation

Table A.15: Dwellings (2021)

Study area	Occupied private dwellings	Unoccupied private dwellings
Tully (SAL)	843 (90.5%)	92 (9.9%)
Jarra Creek (SAL)	42 (71.2%)	16 (27.1%)
Cassowary Coast (LGA)	10,962 (84.6%)	1,989 (15.4%)
Queensland	1,869,462 (90.7%)	192,393 (9.3%)

Table A.16: Tenure type (2021)

Study area	Owned outright	Owned with a mortgage	Rented	Other tenure type
Tully (SAL)	286 (33.9%)	181 (21.5%)	328 (38.9%)	11 (1.3%)
Jarra Creek (SAL)	20 (47.6%)	15 (35.7%)	5 (11.9%)	0 (0%)
Cassowary Coast (LGA)	4,407 (40.2%)	2,676 (24.4%)	3,293 (30%)	256 (2.3%)
Queensland	543,285 (29.1%)	643,459 (34.4%)	618,442 (33.1%)	35,170 (1.9%)

Table A.17: Household income (2021)

Study area	Less than \$650 total household weekly income (%)	More than \$3,000 total household weekly income (%)
Tully (SAL)	20.8	10.9
Jarra Creek (SAL)	22.2	22.2
Cassowary Coast (LGA)	23.4	11.0
Queensland	16.4	21.9

Table A.18: Rent weekly payments (2021)

Study area	Median rent (\$)	Renter households where rent payments are less than or equal to 30% of household income	Renter households where rent payments are more than or equal to 30% of household income
Tully (SAL)	250	214 (65.2%)	69 (21%)
Jarra Creek (SAL)	278	4 (80%)	0 (0%)



Study area	Median rent (\$)	Renter households where rent payments are less than or equal to 30% of household income	Renter households where rent payments are more than or equal to 30% of household income
Cassowary Coast (LGA)	250	1,931 (58.6%)	971 (29.5%)
Queensland	365	359,728 (58.2%)	199,511 (32.3%)

Table A.19: Mortgage monthly payments (2021)

Study area	Median mortgage repayments (\$)	Owner with mortgage households where mortgage repayments are less than or equal to 30% of household income	Owner with mortgage households with mortgage repayments greater than 30% of household income
Tully (SAL)	1,100	143 (79%)	8 (4.4%)
Jarra Creek (SAL)	1,602	10 (66.7%)	0 (0%)
Cassowary Coast (LGA)	1,900	1,894 (70.8%)	341 (12.7%)
Queensland	1,733	487,060 (75.7%)	76,615 (11.9%)



## **Appendix B**

### Likelihood and magnitude ratings



Table B.1: Likelihood levels

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

Table B.2: Magnitude levels

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