

Aurukun Bauxite Project

Coordinator-General's Evaluation Report on the Social Impact Assessment

April 2025

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1. Introduction

This report has been prepared pursuant to section 11 of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) and provides my evaluation, as the Coordinator-General, of the potential social impacts for the Aurukun Bauxite project (the project). I have considered the environmental impact statement (EIS) more broadly only to the extent that it relates to key social impacts identified in the proponent's social impact assessment (SIA).

The SIA was prepared as part of the voluntary EIS for the project under chapter 3 of the *Environmental Protection Act 1994* (EP Act).

The SSRC Act requires large resource projects undergoing an EIS process under the EP Act to complete a social impact assessment (SIA) consistent with the SIA Guideline (2018). This requires the following five key matters to be addressed:

- community and stakeholder engagement
- workforce management
- housing and accommodation
- local business and industry procurement
- health and community wellbeing.

This evaluation report does not record all the matters identified and subsequently addressed during the impact assessment. Rather, the report:

- summarises the substantive issues identified during the SIA process and submissions made on the EIS relevant to the five key matters in the SIA Guideline
- evaluates the mitigation and benefit enhancement measures proposed to address these issues
- states social conditions under which the project may proceed (Appendix 1)
- documents the proponent's social commitments (Appendix 2).

The Coordinator-General is also required under the SSRC Act to decide whether the 100 per cent fly-in, fly-out (FIFO) prohibition and anti-discrimination provisions of the Act should apply to the project's construction workforce. This matter is addressed in section 1.1.1 of this report.

A summary of this evaluation report is included in the EIS assessment report for the project prepared by the Department of Environment, Tourism, Science and Innovation (DETSI) and issued to the proponent in accordance with section 60 of the EP Act. The EIS assessment report is located on DETSI's website:

<https://www.qld.gov.au/environment/management/environmental/eis-process/projects/current-projects/aurukun-bauxite-project>

1.1 Overview of the *Strong and Sustainable Resource Communities Act 2017*

The SSRC Act commenced on 30 March 2018 with the objective of ensuring that residents near large resource projects benefit from the construction and operation of those projects. This is achieved by:

- preventing operational large resource projects from having a 100 per cent fly in, fly out (FIFO) workforce (section 6)
- preventing discrimination against locals when recruiting and terminating workers (section 8)
- making an SIA mandatory for large resource projects undertaking an environmental impact statement (EIS) process under either the *State Development and Public Works Organisation Act 1971* (SDPWO Act) or EP Act (section 9).

The Aurukun Bauxite project satisfies the definition of a large resource project by the SSRC Act because it is a resource project that requires an EIS under the EP Act and is anticipated to have 100 or more workers.

1.1.1 SSRC Act decisions

A large resource project must also have a least one nearby regional community (NRC) for the SSRC Act provisions to apply to the project. Under the SSRC Act, an NRC is defined as a town that is within a 125-kilometre (km) radius of the main access to the project and has a population of more than 200 people. This definition does not preclude townships beyond the radius or with lesser populations being included as an NRC.

I do not intend to change the definition of nearby regional community SSRC Act. In relation to the Aurukun Bauxite project, four towns meet the definition of an NRC for the project under Schedule 1 of the SSRC Act. These are:

1. Aurukun
2. Napranum
3. Mapoon
4. Weipa.

I am satisfied that Aurukun, Weipa, Napranum and Mapoon should benefit from the project. However, in line with proponent workforce recruitment hierarchy, the Wik and Wik Waya People should be the focus for workforce employment (Local Workforce Participant). Wik and Wik Waya People primarily reside in Aurukun but are also located in Napranum, Coen, Pormpuraaw and Cairns. The recruitment hierarchy also recognises the communities of Weipa, Napranum or Mapoon as Regional Workforce Participants.

Aurukun is the only community within distance of a safe daily commute to the project. Whilst Mapoon is likely to have limited links to the project (i.e. few Wik and Wik Waya People), it is retained as an NRC due to its history with Bauxite mining and opportunity to benefit. Mapoon is less likely to benefit from the project, given the significant commute distance and small labour force.

During evaluation of an EIS for a resource project, the Coordinator-General must decide whether to nominate the project as a large resource project. Such nomination invokes the following SSRC Act provisions:

- 100 per cent FIFO prohibition (section 6)
- Anti-discrimination provisions relating to the project's construction workforce (section 8).

As Coordinator-General, I have decided to nominate the project as a large resource project for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's construction workforce.

In making the above decision, I have assessed the project's construction phase. I have considered:

- the scale and duration of construction is significant with 316 workers anticipated at peak construction, during the two-year construction period
- Weipa has a workforce and the skill base with capacity to be engaged in construction of the project
- the expectation that workers from Aurukun would be supported (i.e. skills development and work readiness programs) to obtain construction employment.
- Aurukun is the only community within a daily safe driving commuting distance, so workers from the other NRCs would be accommodated in the construction camp
- inclusion of the four towns as NRCs supports these local communities by promoting local employment and supply of goods and services from local businesses in the construction period
- the capacity for opportunities from the mine to offset the potential negative impacts associated with the project, particularly in Aurukun, which was identified in the SIA as the community most likely to be impacted by the project.

2. Project Details

2.1 Project Description

The proponent, Aurukun Bauxite Project Joint Venture, is proposing to develop a greenfield bauxite mine in Western Cape York, Queensland.

Aurukun Bauxite Project Joint Venture is an unincorporated joint venture between Glencore Bauxite Resources Pty Ltd, a wholly owned subsidiary of Glencore Plc (Glencore) and MDP Bauxite Pty Ltd, a wholly owned subsidiary of Mitsubishi Corporation (Mitsubishi). The manager of the Aurukun Bauxite Project Joint Venture, on behalf of the joint venture participants, is Aurukun Bauxite Management Pty Ltd, a wholly owned subsidiary of Glencore.

For the purposes of this evaluation, the SIA refers to the project proponent as Glencore and is referred to as such throughout this report.

The project is located approximately 23 kilometres north-east of the township of Aurukun in the Aurukun Shire Council (ASC) local government area (LGA), shown in Figure 1. The project covers an area of approximately 23,100 hectares (ha).

The project would produce up to 15 million tonnes per annum of run of mine bauxite ore, which would be processed to produce up to eight million dry tonnes per annum of product bauxite. Following a two-year construction period, the project is expected to have an operational mine life of approximately 22 years.

Infrastructure required as part of the project includes infrastructure related to mining, washing and transport of bauxite ore, an accommodation village and a water supply dam on Tapplebang Creek. The project site has two key areas:

- the Mine Site, which is located within Mineral Development Licence (MDL) 2001
- the “Product Bauxite Transport Corridor”, which is located to the west of MDL 2001 and includes the Coastal Loading Facility (CLF) and the Product Haul Road that would be used for transporting product bauxite to the CLF.

The project’s objectives are to extract the substantial undeveloped bauxite resources whilst providing economic benefits to the local community, the Western Cape and greater Cairns region, and minimising impacts on the environment.

The project is expected to have an average of 210-250 full-time equivalent (FTE) workers during construction and approximately 350 to 406 FTE workers during operations. The non-local workforce will travel to the mine site via the Aurukun Airport and through the Aurukun township, with some workers from regional commuters travelling to site via bus during the dry season only.

The project has a particular social focus on Aurukun as it is located within the Aurukun LGA and the project being developed on Wik and Wik Waya land. Aurukun would be the access point for the workforce. The SIA notes that there is currently no bauxite mining in the Aurukun LGA and the community has limited exposure to bauxite mining. Several bauxite mines are located in the Western Cape region, with the closest to the project being Amrun Mine. Amrun Mine is owned by Rio Tinto and is adjacent to the project along the northern and western boundary. With the anticipated closure of Rio Tinto’s East Weipa mine and the wind down of Andoom mine, the Amrun Mine and the project are expected to support regional development and continued employment in mining (particularly for those workers residing in Weipa).



AURUKUN BAUXITE PROJECT

Location Plan

Figure 1 Map of Project Location

2.2 Project Setting

The Aurukun township is home to approximately 1,418 people, of which more than 90% identify as Aboriginal or Torres Strait Islander. Aurukun is highly remote and largely inaccessible during the wet season, which extends from December to April each year.

The project is located on Aboriginal owned freehold land. The Wik and Wik Waya People hold the Native Title rights over the mine site and are the Traditional Owners for the Aurukun area. The Ngan Aak-Kunch Aboriginal Corporation (NAK) is the nominated prescribed body corporate (PBC) in respect of the Native Title rights. The legislative framework includes that an Indigenous Land Use Agreement (ILUA) will be required under the *Native Title Act 1993*, a compensation agreement under the *Mineral Resources Act 1989*, and a Cultural Heritage Management Plan in place. The proponent is progressing a Partnership Agreement that will incorporate these requirements and to understand the aspirations Traditional Owners and to reach an agreement on the project.

The Traditional Owners have a very strong cultural identity that is maintained through family and kinship systems, connect to Country, language, cultural practices and responsibility. Traditional Owners frequently access traditional country and outstations for resource collection, hunting, recreational activities and social gatherings. Many natural features in the landscape are culturally significant to Traditional Owners and are important for their linkages to ancestors and perceived healing properties. The Traditional Owners have a cultural responsibility to care for country. This deep cultural obligation means Traditional Owners' physical health and mental wellbeing is often closely tied with connection to country and health of the environment. In the SIA, Traditional Owners expressed concerns about the potential physical changes to Tapplebang Creek and Coconut Creek. The cultural heritage assessment work undertaken for the project indicated a deep spiritual connection to Tapplebang Creek. The coastal area (Amban Outstation) adjacent to the proposed bauxite haulage route is also a significant connection to land. This area of the project site is still used for camping, fishing, and hunting by local people. Amban Outstation is the only sensitive receptor proximate to the project site.

Whilst the community is characterised by strong cultural connections, the Aurukun community has a history of instability and violence. Key drivers for this are alcohol and substance use, limited economic opportunities in Aurukun, family breakdown, community tension and eroded cultural leadership. As a result of community unrest, many community members struggle to retain employment, experience poor mental health, are dependent on welfare or have a criminal record. Several programs and policies have been implemented in Aurukun to improve community stability, including the Aurukun Alcohol Management Plan, which prohibits any alcohol within the LGA, and the Community Development Program (CDP), which supports job seekers to build skills through flexible job activities.

In the past there has been a series of proposed bauxite mining projects with the Aurukun community that have not progressed. This has challenged the community and raised expectations; most notably the project proposed by Chalco Australia Pty Ltd in the mid-2000s where an office complex was established in Aurukun (now Wuungkum Lodge) and there was social investment in the Aurukun community. The SIA notes that this has strongly influenced the extent to which the Aurukun community has sought to engage in project-related consultation activities. It is evident in the SIA that a comprehensive effort has been made to understand the project context (including cultural values), engage the community and Traditional owners and work towards a Partnership Agreement aligned with the principles of free, prior and informed consent.

Despite the complexities and social issues that exist in Aurukun, the project presents an opportunity for significant social benefits. I note that by implementing management measures that are flexible and adaptable to the needs of the Aurukun community, the project will deliver significant economic benefits to the community that will support a sustainable and culturally connected community.

2.3 Methodology

Key steps in the SIA process include scoping, analysing the existing social environment, identifying and assessing potential social impacts (both positive and negative) and identifying measures to manage and mitigate the project's potential impacts and enhance potential benefits.

2.3.1 Scoping

Scoping was undertaken to inform the nature and scale of the SIA, and to meet the requirements outlined in Section 2.3.1 of the SIA Guideline (2018). To understand the nature and scale of the project, various activities were undertaken during scoping, including:

- understanding the anticipated project components, including project activities, development schedule, workforce arrangements and accommodation.
- analysis of governance and administration frameworks that are relevant to the SIA
- identification of the project's social area of influence and determine the SIA study area
- developing an inclusive participatory process, including stakeholder identification and analysis and development of a tailored stakeholder engagement plan
- undertaking community profiling and understanding the project's socio-economic context
- scoping potential impacts and opportunities, including identification of project components which may affect the social environment, and material effects of the social impacts and opportunities.

The outcomes of scoping activities informed the definition of the study areas for this SIA, the information to be gathered for the social baseline and the assessment of potential impacts.

2.3.2 Social baseline

The social baseline assessment was informed by Australian Bureau of Statistics (ABS) census and other secondary sources of information, supported by feedback from stakeholder consultation.

ABS data for Indigenous persons, especially those within remote Aboriginal communities, is often subject to a lower level of accuracy than in non-Aboriginal communities. For this reason, additional interviews and stakeholder consultation was conducted with service providers and other organisations to confirm baseline data.

The SIA was originally prepared in 2020 and based on data from the 2016 census. Some population data on Aurukun has been more recently updated. Whilst the ABS has undertaken a more recent census, there are limitations with the accuracy of the information in remote Aboriginal communities and the SIA relies heavily on other sources to establish a social baseline. I note that majority of SIA has not been updated with the most recent data as the 2021 Census data is not likely to provide a more accurate baseline. I am satisfied this will not impact the evaluation of the project.

The social baseline described the social conditions and trends for the local study area (Aurukun) and the regional study area and economic catchment (Weipa and Napranum LGAs and Cairns). The social baseline described the settlement history, governance, cultural identity and practices, community values and aspirations, employment and education, business activity, access to community services and facilities, housing, vulnerability and accessibility of the community.

2.3.3 Impact assessment

The SIA analysed project effects as either social impacts or opportunities as part of the impact assessment. The impact assessment used three approaches to capture the project impacts and opportunities:

- analysing potential impacts and opportunities through targeted engagement with stakeholders, data modelling and qualitative data assessment
- understanding different responses to predicted impacts and opportunities
- impact significance assessment, firstly with the existing impact management and enhancement commitments, and secondly with additional mitigation and management strategies

Cumulative impacts from surrounding bauxite mines and associated infrastructure, including Bauxite Hills Mine (near Mapoon), Amrun Mine including the Chith Export Facility at the Port of Amrun and the port of Weipa have been considered in the SIA.

Management measures, stakeholder engagement commitments and monitoring approaches were collated into social impact management strategies for each of the five SIA key matters and presented in the associated Social Impact Management Plan (SIMP). The SIMP measures provide for the management of social impacts throughout the construction and operation of the project. The SIMP provides commitments for the project as a summary of key actions for each SIA key matter and has been further integrated into the project wide Environmental Management and Commitments in Chapter 22 of the EIS.

2.3.4 Adequacy

I consider the SIA methodology used to be in accordance with the terms of reference and the SIA Guideline 2018. I will require specific social data for Aurukun and Weipa to be updated prior to the commencement of construction to inform a baseline understanding of the communities impacted by the project and the development of management measures and monitoring social change in Aurukun and Weipa.

2.4 Study areas

To understand the potential social impacts associated with the project, a description of the existing conditions and ongoing trends in a well-defined SIA study area is necessary. The SIA for the project identified three study areas to assess the project's potential social impacts: local study area, regional study area and economic catchment.

2.4.1 Local study area

The local study area encompasses the project site within the Aurukun and Cook LGAs, the Aurukun township within the Aurukun LGA and Amban Outstation, the nearest sensitive receptor to the project site, located in Cook LGA.

Aurukun is located 23 kilometres south-west of the project site and is the only community located within a one hour driving radius of the project site. Aurukun is expected to experience the majority of the social impacts and opportunities from the project and is therefore the primary focus of the SIA.

Although the local study area includes part of the Cook Shire LGA, there are no communities proximate to the project site that are also located in the Cook Shire LGA.

2.4.2 Regional study area

The regional study area is defined by the boundaries of Aurukun, Weipa and Napranum LGAs and includes the regional communities of Aurukun, Weipa and Napranum, which have been identified as potentially affected communities.

Benefits are expected to extend beyond the Aurukun community to other areas of the Cape York, including potentially affected communities of Napranum and Weipa.

Weipa has a highly skilled and technical labour force and is a key centre that services the Western Cape and broader Cape York. Napranum is included as part of the regional study area due to its close proximity to and association with Weipa, existing Wik Waya connections with Aurukun, including residential location of one of the the four directly affected Traditional Owner families.

2.4.3 Economic catchment

The SIA study area also encompasses an economic catchment area for the consideration of potential project labour supply and procurement opportunities and impacts, and is an extension of the regional study area. The Western Cape region is unlikely to be able to have enough workers and businesses to supply the project, and as a result, project procurement and labour sourcing will extend to the broader Cairns region.

The economic catchment is the combined area of Aurukun LGA, Kowanyama LGA, Weipa LGA, Mapoon LGA, Napranum LGA, Pormpuraaw LGA, Coen State Suburb and Cairns SA4 (which comprises a large geographic area includes the LGAs of Cairns, Cassowary Coast, Tablelands, Yarrabah and part of the LGAs of Mareeba and Douglas).

3. Key Matters

This section evaluates the proponent's assessment of the potential impacts of the project on key social matters, including the proposed impact mitigation strategies. I have also considered the submissions on the EIS and responses provided by the proponent in my evaluation of the project with respect to social impacts. My assessment of these matters is provided as part of this section.

I consider the SIA adequately addresses the terms of reference and responds to most of the submissions received during the EIS relating to social impacts. The proponent proposes suitable and reasonable measures to avoid potential social impacts and enhance potential social benefits. However, ongoing engagement with Traditional Owners, ASC and other relevant stakeholders is required to achieve the outcomes identified in the SIMP. I have stated conditions at Appendix 1 to address potential impacts and ensure potential benefits are realised.

3.1 Community and stakeholder engagement

The SIA includes an analysis of key stakeholders and a description of the engagement undertaken for the SIA. Stakeholder input into the scoping, baseline analysis, impact assessment and development of management measures is described throughout the SIA. The engagement process was guided by the proponent's Community and Stakeholder Engagement Plan (CSE Plan). The CSE Plan's scope was guided by the SIA Guideline (2018) and sets out the approach to implementing an effective engagement program with stakeholders throughout the SIA process and beyond.

3.1.1 Engagement undertaken

The consultation undertaken for the project was categorised into four broad groups: Aurukun community consultation, Traditional Owner Agreement Making consultation, EIS consultation and cultural heritage consultation.

The proponent is seeking the consent of the directly affected Traditional Owners for the development of the project through the development of a Partnership Agreement. The Agreement incorporates directly affected Traditional Owners aspirations and informs the development of other statutory agreements under the *Native Title Act 1993* (Cth), the *Mineral Resources Act 1989* and the *Aboriginal Cultural Heritage Act 2003* (Qld). The relevant Aboriginal parties for the development of the Agreement are the Wik and Wik Waya people as the Native Title holders and the Ngan-Aak-Kunch Aboriginal Corporation (NAK) as the prescribed body corporate in respect of the Native Title rights. The Aurukun Bauxite Project Working Group (Working Group) was established in 2019 as a method of structured consultation to facilitate development of the Agreement. The Working Group met every 4 to 6 weeks during 2018-2022 in Aurukun, on-country or online.

In addition to the Working Group and Agreement development, SIA engagement consisted of regular visits and meetings within the Aurukun community and with relevant stakeholders. Engagement required consideration of changing social conditions, including 'sorry business', weather conditions, major incidents and COVID-19. Stakeholder engagement was designed to minimise impact on the core business activities of community stakeholders, presented in a culturally appropriate way, respectful of Traditional Owner law and culture and be accessible and inclusive.

Consultation tools used to engage with the local community and Traditional Owners includes storybooks, quarterly community newsletter, working group consultation update, project fact sheets, on-country

activities, informal discussions, community event participation, public displays, Facebook updates and an office in Aurukun.

The Traditional Owners acknowledged in a submission that the community engagement and consultation processes with the Upu-Mren and Paiden families who are directly connected to the project area has been extensive over several years.

The SIA recognises that some community members often didn't grasp the extent of the potential project impacts on the environment despite various methods of engagement. There has been a significant focus (including the provision of visual material on project footprint) to assist understanding of project impacts. The methodology and consultation considerations from the proponent have demonstrated a genuine intention and attempt to engage and facilitate free, prior and informed consent from all stakeholders.

Relevant project stakeholders are identified in Table 3.1 below.

Table 1 Project Stakeholders¹

Category	Stakeholders
Potentially affected communities	Aurukun, Napranum, Weipa
Prescribed Body Corporate	Ngan Aak-Kunch Aboriginal Corporation
Traditional Owner Groups	<ul style="list-style-type: none"> • Wik and Wik Waya People • Directly affected Traditional Owner families • Aurukun inmates at the Lotus Glen Correctional Centre
Traditional Owner representatives	<ul style="list-style-type: none"> • Western Cape Communities Trust • Cape York Land Council
Local Government	<ul style="list-style-type: none"> • Aurukun Shire Council (ASC) • Cook Shire Council • Black Business Finder • Napranum Aboriginal Shire Council • Elected Government representatives (mayor and councillors) • Government management
State Government Agencies – Aurukun infrastructure and services	<ul style="list-style-type: none"> • Far North Queensland Regional Managers Coordination Network • Department of Housing and Public Works • Queensland Health, including Torres and Cape Hospital and Health Service • Queensland Police Service (QPS) • Education Queensland • Department of Families, Seniors, Disability Services and Child Safety • Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism • Queensland Corrective Services – Lotus Glen Correctional Centre (Lotus Glen)

¹ In the time since the SIA consultation was conducted, several Queensland Government Department's have undergone a Machinery of Government change. The names listed in Table 3.1 are the current Department names, so some discrepancies may occur between this document and the SIA.

Category	Stakeholders
	<ul style="list-style-type: none"> • Department of State Development, Infrastructure and Planning – Office of the Coordinator-General • Government Champions (Ministerial Champion Program) • Department of Transport and Main Roads (DTMR) • DTMR – Maritime Safety Queensland/Regional Harbour Master
Federal Government Agencies	<ul style="list-style-type: none"> • National Indigenous Australians Agency • Department of Climate Change, Energy, the Environment and Water (DCCEEW) • Australian Federal Police
Other relevant State Government Agencies	<ul style="list-style-type: none"> • Department of Environment, Tourism, Science and Innovation • Department of Primary Industries
Non-Government Organisations – Aurukun infrastructure and services	<ul style="list-style-type: none"> • Apunipima – Cape York Health Council (Apunipima) • Cape York Employment • Aurukun Opportunity Hub (O-Hub) • Police and Citizens Youth Centre • Remote Area Aboriginal Torres Strait Islander Childcare • Act for Kids • Maa'aathen Women's Shelter • Akay Koo'oilai Women's Art Centre • Skytrans
Agencies – Western Cape emergency services	<ul style="list-style-type: none"> • Royal Flying Doctor Service • Retrieval Services Queensland • Queensland Health – Weipa Integrated Health Service
Business, industry and trade	<ul style="list-style-type: none"> • Western Cape Chamber of Commerce • Regional Development Australia Tropical North Inc • Northern Prawn Fishing Industry • Gulf of Carpentaria Commercial Fisherman Association • Queensland Seafood Industry Association • Northern Australia Infrastructure Facility
Business owners/operators	<ul style="list-style-type: none"> • Various businesses in the Aurukun LGA, including: <ul style="list-style-type: none"> - Athelpen and Puuch Pty Ltd - Island and Cape Supermarket and Café - Wuungkam Lodge and Kooth Pach Guesthouse (Sodexo) - Kang Kang Café and Bakery • Sea Swift • Kapani Warriors • Aak Puul Ngantam • Weipa recreational and charter boat fishing operators
Nearby Landholders	<ul style="list-style-type: none"> • Merluna Station • Sudley Station

Category	Stakeholders
	<ul style="list-style-type: none"> • Watson River Station • Wolverton Station
Other tenement holders	<ul style="list-style-type: none"> • RTA Weipa Pty Ltd (Rio Tinto)

A summary of key findings raised by stakeholders during the SIA consultation program follows.

- The township of Aurukun has endured significant socio-economic challenges over its history, attributed to minimal employment opportunities, drug and alcohol consumption, low educational attainment and poor housing conditions.
- Consultation with Traditional Owners highlighted significant concerns for the cultural identity of the Wik Waya People, including loss of physical cultural heritage, cultural landscape, reduction in valued environmental qualities, loss of access to culturally important areas and loss of cultural knowledge and practices. This also links to Traditional Owner concerns over restricted site access leading to inability to access natural resources.
- There is a prevalence of low levels of workforce readiness and a high unemployment rate across the local labour force in Aurukun, largely driven by several social employment barriers. Many Aurukun community members and SIA participants expressed a desire for the project to provide future employment opportunities for local Indigenous people.
- Numerous stakeholders, including Traditional Owners, expressed a desire to establish local businesses affiliated with project operations and also following mine closure. Realisation of these opportunities would require collaboration with the proponent.
- Concerns were raised by the Aurukun QPS that the project may lead to an increase in illegal drug and alcohol use in the community, as a result of non-local workforce movements through the community. The sale and consumption of drugs and alcohol are illegal in the Aurukun Shire LGA and their consumption has contributed to numerous social challenges within the community. Additional concerns raised by QPS related to additional demands from project activities which may limit current duties.
- Traditional Owners expressed concern over the changing amenity at Amban Outstation as a result of mining activities, including excessive noise, increased dust and visual changes which would diminish the character of the area.
- Concerns were raised by health service providers and government service providers relating to the significant limitations to the existing health service provision in Aurukun which would likely be exacerbated from non-local workforce demands and site emergencies.
- Numerous stakeholders raised that an increase in local employment may lead to increase pressure on childcare and financial management services and could displace other economic sectors.
- Local government and community members raised concerns about the potential increase in demand on local government infrastructure, such as the airport, and short-term accommodation.

Overall, the community and stakeholder engagement undertaken by the proponent to inform the SIA and EIS is considered acceptable and culturally appropriate. The proponent engaged with a relevant range of stakeholders and maintained regular consultation to provide them with timely and relevant information on the project. The engagement processes implemented also provided affected stakeholders opportunity to provide feedback on the project, and EIS documentation has been publicly notified. I note that the SIA provides consultation outcomes up until 2023, which was the most recent update of the SIA.

3.1.2 Ongoing community consultation and stakeholder engagement

The SIMP details the Community and Stakeholder Engagement Plan (CSE Plan) and describes the engagement to be undertaken during pre-construction, construction and operational phases (first three years) of the project. The CSE Plan outlines the existing engagement tools that will continue to be used for all project phases and proposed additional engagement tools:

- detailed CSE Program for the construction phase, which will be updated for the operational phase
- permanent Aurukun presence with a community engagement officer based in the permanent Aurukun office
- project office in regional communities such as Weipa and Napranum for early phases of the project
- establishment of formal communication forums, such as the Aurukun Bauxite Partnership Committee, Government Reference Agency Group, Emergency Management Committee and Aurukun Community Reference Group.

The formal communication forums are designed to inform relevant stakeholders of the ongoing outcomes of the project and ensure alignment in service and infrastructure delivery for Aurukun. I note that each of these forums has not yet been established, and the Aurukun Bauxite Partnership Committee is dependent on the outcomes of the Partnership Agreement with Traditional Owners.

A draft Agreement is currently still in development, and I note that the Working Group has not met regularly since 2022 due to ongoing EIS revisions.

Submissions on the EIS during 2023 from directly affected Traditional Owners and NAK highlighted a desire for Traditional Owners to be involved in the development and implementation of social impact plans, environmental plans and rehabilitation plans, and be informed of monitoring outcomes. The Traditional Owners also requested in their submission on the EIS that all SIMP reporting be reviewed by them prior to submission. The proponent has committed to provide information in the SIMP to Traditional Owners the opportunity for feedback; I have conditioned that a SIMP be prepared with ASC engagement and provided to ASC and Traditional Owners for review prior to submission to the Coordinator-General. These submissions have been addressed by the proponent through additional commitments provided in the Environmental Management and Commitments Chapter of the EIS.

3.1.3 Conclusion – community and stakeholder engagement

I am satisfied that the community and stakeholder engagement conducted to inform the SIA and EIS was culturally appropriate and sufficient to inform the project impacts and develop mitigation and management measures. I note community engagement activities decreased in 2023 and therefore recommencement of community engagement and the Working Group will be important to ensure that the community and Traditional Owners are actively engaged the development of the project.

To ensure ongoing consultation and engagement post-approval is appropriate and sufficient, I have stated conditions (Appendix 1) requiring the proponent to prepare an updated SIMP to be submitted to me for approval at least three months before construction commences that outlines all consultation activities and outcomes.

I am satisfied that the CSE Plan prepared as part of the SIA and SIMP provides a strategic approach for ongoing management in the lead-up to and during the project's construction and operational phases. To ensure that ongoing community engagement is undertaken and is consistent throughout the entire

operational phase of the project, I have stated conditions requiring the proponent to prepare an updated CSE Plan as part of the updated SIMP that accounts for the project operations beyond project year 3.

I note that there are several proposed formal communication forums designed to assist with managing impacts from the project, including the Aurukun Bauxite Partnership Committee, Government Agency Reference Group, Emergency Management Committee and Aurukun Community Reference Group. I recommend that, if these groups are to go ahead, the proponent commence engagement with the target agencies to ensure all parties are willing to participate and an effective method for engagement is established prior to the updated SIMP being submitted. If these groups are established, a framework should be provided in the updated CSE Plan that outlines the members of each group, frequency and mechanism of meeting, and key matters for discussion or resolution.

I have also stated a condition that the updated SIMP must outline the status of the Partnership Agreement with Traditional Owners at the time of submission. If a finalised Agreement has been reached, an outline of the Agreement and any key management measures should be provided in the updated SIMP, noting that only publicly appropriate information should be provided.

I have stated a condition in this report to ensure that ongoing community and stakeholder engagement is effective, informs management, and monitoring of potential impacts during construction and operation of the project. These conditions require annual SIMP reporting to inform the Office of the Coordinator-General of the actions undertaken as part of engagement following the EIS process and throughout the construction and operational phases. The annual SIMP reporting requires Traditional Owner feedback to be included for my consideration.

3.2 Workforce management

The proponent's approach, as described in the SIA, is to prioritise the recruitment of workers in the following order:

1. Local workforce participant – Wik or Wik Waya Traditional Owners² or is a resident in Aurukun and culturally accepted³ by Traditional Owners
2. Regional workforce participant – persons (Indigenous or non-Indigenous) in the Weipa, Napranum or Mapoon and is not a local workforce participant
3. Other workforce participant – persons who are not a local workforce participant or a regional workforce participant.

3.2.1 Workforce profile

3.2.1.1 Construction

Project construction will be undertaken over a two-year period and have maximum peak of 316 workers. The majority of construction workforce is anticipated to be recruited from outside the western Cape York communities due to limited local and regional labour and skill availability.

² The Wik and Wik Waya People hold the Native Title rights over the project site. The local workforce participant include Wik and Wik Waya People who reside in Aurukun, Cairns, Kowanyama, Pormpuraaw, Mapoon and Coen.

³ Cultural acceptance can be defined as when the decisions and action of a person are cognisant of the cultural values, traditions, principles of the Wik and Wik Waya People. Cultural acceptance comes from working with the community in an authentic manner over an extended period of time. Cultural acceptance is underpinned by the work that is undertaken within a community, but also the work that is done with the community members and community outside the community.

The SIA makes the following assumptions that the construction workforce will comprise:

- 10% from the Aurukun local government area
- 15% from the Weipa, Napranum Aboriginal Shire and Mapoon Aboriginal Shire local government areas
- 35% from Cairns SA4
- 40% from other areas of Queensland.

3.2.1.2 Operation

Project operations would occur over 22 years and requires a workforce of 350 to 406 FTE, with 255 FTE workers on site at any one time. The SIA makes the following assumptions that the operational workforce will comprise:

- 15% from the Aurukun local government area
- 15% from the Weipa, Napranum Aboriginal Shire local government area and Mapoon Aboriginal Shire local government area
- 50% from Cairns SA4
- 20% from other areas of Queensland.

The majority of the operational workforce is intended to be sourced from Cairns due to limited labour and skill availability in the local area and region. Various roles form part of the operational workforce such as managers and professionals, labourers and support, technicians and trade workers, clerical and administrative workers, machinery operators and drivers, and community and personal service workers.

I note that since the completion of the SIA, the Rio Tinto owned East Weipa Mine finished mining in 2024 and Andoom Mine, also owned by Rio Tinto, is approaching end of mine life. While some of the workforce based at these sites may be employed at the Amrun Mine, a large portion may seek employment at the project. Therefore, the proportion of the workforce from regional communities may be significantly higher than what was anticipated in the SIA. I have stated a condition (Appendix 1) that the updated SIMP to be submitted prior to commencement of construction must include a revised workforce profile.

3.2.2 Employee roster and transport

Rosters for the construction and operational workforce will vary, however the SIA considers a typical roster for a non-local employee (i.e. a person who resides outside of Aurukun) to be three weeks on and one week off. Employee transport logistics to and from the mine is dependent on the employee's place of residence, as follows:

- For local Aurukun residents, a company bus is provided, or alternatively employees, where suitable, may use private vehicles to commute to and from the mine.
- For employees travelling from or via Cairns, employees fly directly from Cairns to Aurukun airport and will be transported to and from the mine by a company provided bus service.
- For employees travelling from Napranum, Mapoon and Weipa, during the wet season, employees will fly from Weipa to Aurukun airport where a company provided bus service will take employees to and from the mine. During the dry season, a company provided bus service will transport employees to and from Weipa. A company provided bus service will also be offered to Napranum and Mapoon subject to demand.

- Transport logistics for employees from Coen, Kowanyama, and Pormpuraaw would be considered at a later date should there be sufficient demand.

A submission received from NAK during EIS public notification raised concern over the impact of buses transporting workers between the project site and Aurukun Airport. The proponent plans for the buses to use the back roads of Aurukun and avoid busier areas in town.

3.2.3 Local employment and training opportunities

The SIA indicates that there are low levels of workforce readiness and high unemployment rates across the labour force of Aurukun. There are several barriers to employment, including:

- compatibility of working conditions with local lifestyles
- being ineligible for several roles due to have a criminal record
- alcohol and other drug addiction and dependencies
- mental health problems and poor physical health
- family violence
- lack of numeracy and literacy.

The SIA has stated that in addition to the above employment barriers, Aurukun community members find it difficult to retain employment due to housing issues and health and well-being. The SIA outlines the strategies that will be implemented by the proponent to enhance local worker employment retention:

- designing shift arrangements and rosters to cater to the capacity and capability of local workers
- facilitating split employment roles to minimise dissatisfaction with the project role
- payment of a retention bonus in recognition of employment milestones.

The SIA identifies target opportunities for the local workforce participants⁴ that aim to support the transition to project work, including, but not limited to, mine equipment and operations, ancillary equipment operations, accommodation services, security services, and transport and logistics. These opportunities will be designed so that workers can split employment between the project site and the community as required. This will ensure employee satisfaction and will prevent a severe labour shortage in Aurukun.

Additionally, the SIA describes Glencore's local workforce development plan which consists of a suite of programs and initiatives to support skill development and help secure employment on the project for Aurukun locals. Examples of programs and initiatives are:

- Community capability program – focuses on building employability by supporting Aurukun locals to meet employment requirements (for example obtaining drivers licences) and addressing other barriers to employment.
- Work readiness program – facilitate exposure to work related work opportunities and incorporates participants in the project's construction workforce pool and/or operational workforce pipeline.
- Youth engagement program – supports the transition of Aurukun locals from boarding schools, community and/or corrective services facilities into the workforce.

⁴ The Wik and Wik Waya People hold the Native Title rights over the project site. The local workforce participant include Wik and Wik Waya People who reside in Aurukun, Cairns, Kowanyama, Pormpuraaw, Mapoon and Coen.

- Operational readiness program – includes, but is not limited to, equipping participants to acquire required skills for certain roles and incorporating participants in the project’s operational workforce pipeline.
- Mentoring program – support the retention and development of the local workforce as well assist employees and their family to manage employment challenges.

Submissions received from NAK during EIS public notification highlighted that there is no commitment from the proponent to support training and assisted pathways for Aurukun inmates at Lotus Glen to project employment, and that the SIA needs to clearly articulate the terms and training plan for Indigenous employment. NAK also raised concerns that there is uncertainty as to how workforce assumptions were derived and how the project will address employment barriers.

I note that the proponent plans to liaise with Queensland Protective Services to establish project employment pathways for inmates at Lotus Glen and I have stated a condition (Appendix 1) that requires the details of the employment pathways to be provided in the updated SIMP. The proponent’s response to submissions noted that workforce assumptions were derived from initial EIS planning, and I note these estimates have the opportunity to be revised in the updated SIMP that is required to be submitted for my consideration prior to commencement of construction.

The former Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and Arts (DTATSIPCA) raised in their submission a need to set Aboriginal and Torres Strait Islander employment targets beyond the local community members. To address this, I require a target to be set in the updated SIMP to be submitted for my consideration prior to commencement of construction.

3.2.4 Conclusion – workforce management

I am satisfied that the proponent’s recruitment strategy and workforce management practices would establish pathways for local residents to gain and retain employment at the project. I note that since development of the SIA, changes to mining production in Weipa may lead to increase employment opportunities at the project for Weipa residents. To ensure the recruitment strategy accounts for this potential demand, I have stated a condition (Appendix 1) that the Workforce Management Plan be updated as part of the updated SIMP, to be submitted to me for approval at least 3 months before construction commences. The updated plan must include a revised workforce profile and targets for Aboriginal and Torres Strait Islander employment.

I am satisfied that the proponent will support local work readiness through the Local Workforce Development Plan. To ensure these employment opportunities are realised and concerns raised in submissions on the EIS are addressed, I have stated a condition that the Workforce Management Plan be updated to include additional information about strategies within each of the Local Workforce Development Plan programs, including confirmed work readiness pathways for Lotus Glen inmates and transition roles for local workers.

3.3 Housing and accommodation

Consistent with the SIA Guideline, the SIA includes an assessment of the potential social impacts from project housing and accommodation arrangements during construction and operation. The SIA detailed:

- the proposed workforce accommodation arrangements during construction and operation
- an analysis of the local and regional housing and accommodation market, and an assessment of potential social impacts on housing affordability and availability.

The social baseline in the SIA highlights the high rate of homelessness and overcrowding in Aurukun. The project may have some impact on Aurukun housing availability in the early stages of the construction phase as employees may be housed in short-term accommodation while the temporary construction village is completed. Once the temporary construction village is completed and during the mine's operation, non-local employees will be housed onsite minimising any impacts to Aurukun's housing availability.

3.3.1 Housing affordability and availability

The social baseline highlights Aurukun's high rate of homelessness. The housing affordability and availability in Aurukun is complex. There is no private housing sector in Aurukun. Rather it comprises of a combination of social housing (280 dwellings) and state government housing (88 dwellings). The social housing, which is provided by the state government, is provided to permanent Indigenous Aurukun residents. The state government leased housing accommodates primarily government employees, such as police and school teachers, and a number of non-government service providers. As a closed community there will be no opportunity for project workers to relocate to Aurukun and further impact housing. Non-Aurukun based workers will be required to reside in the on-site accommodation camp.

SIA consultation identified limited housing as a key issue for residents with overcrowding and limited number of bedrooms in existing houses. Other issues identified include no diversity of housing stock, no privacy between housing, a noticeable difference between houses provided for Wik and Wik Waya people and government employees, houses not built for the Cape York climate, and many houses in need of maintenance. Whilst the proponent is not responsible for solving housing problems in Aurukun, they have committed to working through the housing issues in community forums. A well-rested workforce in Aurukun would support project employment. The initial solution (for a well-rested workforce) is the option of Aurukun workers choosing to stay in the Accommodation Village while on roster.

Housing in Weipa was originally Rio Tinto owned and managed. However, the market has since transitioned to a primarily private housing market that is owner occupied or rented. The SIA consultation found that there are a number of issues associated with the housing market in Weipa. These issues primarily relate to housing affordability and availability of housing stock, as well as limited diversity of housing stock. The proponent maintains that this situation will not be exacerbated by the project as prospective workers are likely to already reside in Weipa. The possible housing impacts of project workers in Weipa (and those that may choose to relocate to Weipa to the project) will need to be monitored. There may also be housing impacts on Weipa from those moving from existing employment (and housing) to the project.

3.3.2 Housing for construction phase

The SIA considers that the use of short-term accommodation in Aurukun (e.g. Mackenzie Camp which comprises of 24 self-contained rooms) may need to be utilised for several weeks while a temporary construction village is completed. The temporary construction village would be located off Aurukun Road, adjacent to the mine site entrance. It will be a 'dry facility' (in accordance with Aurukun Management Plan), have the capacity to house 400 people in single ensuite rooms, and include facilities such as kitchen and dining areas, gymnasium, laundry and dry recreation rooms. The temporary construction village would be decommissioned at the end of the construction phase.

3.3.3 Housing for operational phase

Due to the constraints of Aurukun housing, all non-local employees would be housed at the permanent on-site accommodation village.

Aurukun resident employees have the option to either:

- reside at their normal place of residence in Aurukun and commute daily to the mine site via a company provided bus service or private transport (where suitable)
- reside in the permanent on-site accommodation village during their shift.

SIA consultation indicated that Aurukun residents who were interested in working on the project have a preference to reside at the permanent on-site accommodation village while on roster.

The accommodation village is a dry facility that will be located at the site of the temporary construction village. The accommodation village includes a kitchen, laundry service, administration office, medical treatment facilities, gymnasium, sporting facilities, swimming pool, utilities and infrastructure and parking areas.

3.3.4 Conclusion – housing and accommodation

I am satisfied that the proponent's workforce housing strategy described in the Housing and Accommodation Plan would minimise the project's impact.

I have stated a condition (Appendix 1) requiring the proponent to prepare an updated Housing and Accommodation Plan for the construction and operational phases of the project to be submitted to me for approval at least 3 months before construction commences. The Housing and Accommodation Plan will need to include an updated assessment of the Weipa housing market and likely worker accommodation preferences.

3.4 Local business and industry procurement

The SIA included a profile of the skills and services needed for the project, an analysis of local and regional supplier capability and capacity relevant to the project, and an assessment of potential social impacts on local and regional suppliers.

The SIA identified the following opportunities and challenges to local business and industry procurement:

- change in availability of supply opportunities for businesses due to the project requiring skills, services and materials during construction and operations
- change to supply and demand of labour for non-mining businesses, due to the project providing new employment opportunities
- opportunities for new businesses to be established to support the project and also following mine closure.

The proponent has developed a Local Business and Industry Procurement Plan (LBIP Plan) to ensure that existing local businesses benefit from the project and opportunities for additional Traditional Owner business involvement in the project is supported.

3.4.1 Benefits for local and regional business

The SIA indicates that the project has the potential to enhance economic productivity and sustainability for Aurukun and the region, through new business opportunities and support of long-term business development.

The SIA indicates that Aurukun is economically disadvantaged, with both high rates of unemployment and limited business development opportunities. During SIA consultation, multiple stakeholders raised the

possibility of new local business opportunities in Aurukun. Traditional Owners expressed a desire to establish local businesses that would both support the project and be viable following mine closure. Increased expenditure in Aurukun from the project will be constrained by the capability of the businesses but if effectively supported by the project, there will be an opportunity for long-term economic stability in Aurukun.

The proponent has identified several economic opportunities for local business in Aurukun:

- sourcing of project goods and materials through local businesses and service
- establishment of local businesses that will support the project and be viable following mine closure
- Traditional Owner ownership of infrastructure associated with the project
- sale of art to the workforce through the Wik and Kugu Art Centre.

Regional businesses will likely benefit from the project through increased demand during construction and operation. Weipa and the broader economic catchment have many well-established mining and construction businesses, which will be drawn on for supply to the project.

The proponent has developed a LBIP Plan as part of the SIMP to facilitate realisation of local and regional business opportunities. The LBIP Plan identified 33 local and regional businesses that have supply opportunities for the project, of which 14 are Indigenous-owned businesses. The LBIP Plan has identified key actions to be implemented:

- providing access to opportunities through undertaking local engagement, develop project procurement process and establish reasonable pre-qualification requirements
- supporting business sustainability through supporting improvements to local business capability, implementing reasonable contract and payment terms for local business and communicating project opportunities that support economic diversification
- supporting Indigenous business participation through engagement with Indigenous businesses.

Submissions received from NAK and Traditional Owners during EIS public consultation requested additional information about opportunities for Traditional Owners to have part ownership of project infrastructure or retain infrastructure post mine closure. Submissions stated that this would provide additional economic opportunities for Traditional Owners following mine closure. I note that legacy infrastructure and Traditional Owner infrastructure ownership opportunities will be a matter for negotiation in the terms of the Partnership Agreement.

A submission received from the former DTATSIPCA during EIS public consultation raised that the LBIP Plan does not outline actions that support the establishment of local businesses or set a target for Aboriginal and Torres Strait Islander owned business procurement. DTATSIPCA also raised that given the time frame from initial SIA studies, information about Indigenous-owned businesses should be updated and Supply Nation be used as an additional source of verification for Indigenous businesses.

I note that the LBIP Plan has not yet been updated to reflect these submissions and some outdated data is still present. However, these factors will not impact evaluation of the project and can be rectified through the revised SIMP, which includes the LBIP Plan, that I have conditioned.

3.4.2 Economic impacts on local and regional business

The SIA notes there will likely be negative impacts on local and regional business resulting from project activities, primarily through increased demand and competition for labour. Businesses may experience

labour draw and a pressure to increase wages to compete with the project, which may negatively affect the profitability of businesses.

ASC raised concerns during consultation that employment at the project may draw workers away from their current roles in the community and may be difficult to replace due to lack of work readiness within the community. The proponent plans to address this issue through the creation of transitional roles where appropriate, which will allow local workers to have a part-time role at the project and part-time role in the community.

The SIA states that Weipa currently has a large mining workforce and will likely experience the most significant impacts of labour draw. The proponent plans to monitor the regional labour market and adjust recruitment wages to mitigate labour draw in the region as required.

Commercial fishing is a significant industry in the Western Cape and Gulf of Carpentaria. During SIA consultation, fishing industry stakeholders expressed a concern that changes resulting from offshore loading of bauxite and transshipping could adversely impact commercial and recreational fishing off the Amban coastal area. Stakeholders were concerned about the impacts of transshipment on the catch of fish, limited access to marine waters, bauxite dust contamination for fish and marine safety. The SIA states that project design controls will minimise bauxite contamination in marine areas and transshipment will be planned to minimise impacts on other vessels. The SIA states that while no significant impact to the economic output of the fishing industry is expected, the *Fisheries Act 1994* provides for claiming compensation for lost right to take fisheries resources.

3.4.3 Conclusion – local business and industry procurement

I recognise that the proponent's LBIP Plan sets out the proposed measures to support local and regional business opportunities, however, outdated details on the actions to support the establishment of new local businesses. To ensure that new economic opportunities for Aurukun are maximised, I have stated a condition (Appendix 1) requiring the proponent prepare an updated Local Business and Industry Procurement Plan as part of the updated SIMP for the construction and operational phases of the project to be submitted to me for approval at least 3 months before construction commences. The updated LBIP Plan will be required to review identified local businesses as required.

I note that actions that support local businesses and Traditional Owner economic development may be potentially addressed in the Partnership Agreement. I have stated a condition that the updated SIMP must outline the status of the Partnership Agreement with Traditional Owners at the time of submission. If a finalised Agreement has been reached, an outline of the Agreement and key actions, including Traditional Owner infrastructure ownership and local business support, should be provided in the updated SIMP, noting that only publicly appropriate information should be provided.

3.5 Health and community wellbeing

Consistent with the SIA Guideline, the SIA identified a range of issues that may potentially impact on health and community wellbeing indicators, including the wellbeing of the Aurukun community and traditional owners, community safety and social infrastructure.

The SIA indicates that impacts and benefits to wellbeing factors may be experienced because of:

- change to Wik and Wik Waya cultural identity due to restricted access to the project area and amenity impacts to the natural landscape

- change in demand on levels of service of health, social infrastructure and community facilities due to demands from the non-resident workforce, and local residents that have gained employment
- change in social cohesion in the local community resulting from an increase in social inequality between those employed by the project and those that are not, and an increase in a transient population
- change in community development due to increased investment in community programs and infrastructure by the proponent
- changes in site and community accessibility resulting from wet season conditions
- potential and perceived health impacts from increased dust and noise levels from project activities.

Submissions on the EIS raised concerns regarding project activities impacting Traditional Owner well-being through changing amenity and land access, protection of cultural practices, capacity of the community's health services to cater for non-resident workers and wet season accessibility. In response to these submissions, the proponent has provided additional commitments to undertake additional monitoring, support Traditional Owner caring for country initiatives, consulting Traditional Owners prior to any clearing activities and amend any environmental management plans in response to concerns by Traditional Owners where appropriate.

3.5.1 Changes to cultural identity

The SIA describes the strong cultural identity of the Wik and Wik Waya People, and the SIA consultation highlighted that the Traditional Owners perceive the most significant threats to their cultural identity to be changes to the cultural landscape, restricted access to cultural places from mining activities, limitations to connection to country and loss of physical cultural heritage. SIA consultation found that Traditional Owners were concerned the project would permanently change the landscape, resulting in the severance of connection to spiritual ancestors and stories. Deep cultural responsibility and pride amongst Traditional Owners to care for country means the destruction of the environment from project activities may lead to both poor physical and mental wellbeing.

The cultural heritage assessment found that Traditional Owners have the deepest connection to the creeks and rivers in the project site and the coastal area, all of which are used for camping and food sources. Physical changes to Coconut Creek and Tapplebang Creek may also have downstream impacts, which are of significant concern to Traditional Owners as it may affect the livelihoods of those that depend on the creeks and their downstream systems and was raised as a concern during the submission period.

During consultation, access to traditional country was consistently identified as a strong aspiration to Traditional Owners, and many were concerned about impacts to their wellbeing, ability to share knowledge and connection to the land if access is restricted for mining activities. Due to planned mining activities and construction of the Tapplebang Dam, access to both Coconut Creek and Tapplebang Creek will be restricted. This may have significant effects on the connection of Traditional Owners with country, as Tapplebang Creek is spiritually important, and Coconut Creek is thought to have healing properties. The proponent is continuing to investigate possible opportunities to provide Traditional Owners with access to Tapplebang Creek, and I note that an agreement for this will be highly important in protecting the cultural identity of the Traditional Owners.

The SIA also describes the concerns raised by Traditional Owners that an introduction of non-local workforce to Aurukun may present a risk to cultural knowledge and practices. Concerns were raised that non-local workers may not follow cultural norms and rules in Aurukun, thereby reinforcing westernised practices, and may access traditional country without permission. Whilst the project is planned to have all

non-local workers reside in an onsite-accommodation camp, during initial construction, up to 20 workers would reside in Aurukun for approximately 6 months whilst the construction village is completed. During operations all workers will be transported through Aurukun from the Aurukun airport or from Weipa.

The proponent has proposed the following management measures to ensure cultural practices and knowledge is maintained for the Wik and Wik Waya people:

- development of the Partnership Agreement facilitated by the Working Group that will form the primary basis for the proponent's commitments to supporting Traditional Owner aspirations for the project, and ensuring Traditional Owners are involved in decisions related to project related activity on their land
- implementing an Aurukun Bauxite Partnership Committee which will be established during project construction and serve as the primary forum for involvement of Traditional Owners in mine plans and operations
- ensuring continued access to Amban and Waterfall Outstations
- implementing a Cultural Respect Strategy during construction and operations, that incorporates cultural awareness training, cultural competency, cultural responsiveness and cultural leadership
- supporting Traditional Owner land and sea management initiatives and caring for country programs
- enabling the participation of Traditional Owners in all cultural heritage management activities on the project site, supported by cultural heritage management protocols in the Agreement
- enabling the participation of Traditional Owners in the development of the draft proposed Progressive Rehabilitation and Closure Plan
- incorporating local language and names into project signage and workforce induction materials.

3.5.1.1 Amban Outstation amenity

The SIA indicates that many Traditional Owners are concerned about the potential amenity, noise and air impacts for the Aurukun area, particularly at Amban Outstation. Amban Outstation is valued by Traditional Owners for its access to natural resources and connection to country.

Amban Outstation is the only sensitive receptor proximate to the project site and will be impacted by construction and operation of the Coastal Loading Facility and transshipment activities, with the potential to adversely impact the use and enjoyment of the site.

Impact assessments conducted as part of the EIS have shown that noise and air quality impacts comply with the relevant quality objectives and that visual amenity impacts will be most significant at the beach, not the Outstation itself.

Several submissions were received during EIS public notification from directly affected Traditional Owners that raised concern for amenity impacts and increased dust deposition at Amban Outstation. Submissions requested that dust levels be monitored for project construction and the first two years of operation, with results and strategies to manage dust to be shared with Traditional Owners. The proponent has included these requests into the updated Environmental Management and Commitments Chapter in the EIS.

3.5.2 Changes to social and other infrastructure

Stakeholder consultation identified several key issues with respect to potential increased demand on services and infrastructure, including emergency services, health services, childcare services and road safety.

3.5.2.1 Emergency services

Emergency services in Aurukun are limited to the services provided by the Queensland Police Service (QPS), Aurukun Fire Service and the Aurukun Health Service. In emergency health situations, the Royal Flying Doctor Service (RFDS) access Aurukun via the Aurukun Airport. Concerns were raised over additional demands on QPS for escorts of oversized vehicles and drug and alcohol policing, and the lack of ambulance transportation in the township for emergency situations. To mitigate additional demands on existing services, the proponent proposes to:

- establish an Emergency Response Committee during pre-construction that will inform the preparation of an Emergency Response Procedure for the project
- liaise with all relevant emergency providers about project workforce and timeframes, and possible requirements for emergency management
- offer site orientations for QPS, Aurukun Health Service and the ASC
- develop a protocol and procedure for wide-load escort duties.

3.5.2.2 Childcare services

Aurukun has one childcare centre, the Koolkan Early Childhood Centre, which has capacity for 53 children. The childcare centre is often closed or at reduced capacity due to staffing issues, and SIA consultation noted community frustration at the unreliability of childcare. The SIA indicates that increased employment opportunities for Aurukun residents at the project may increase demand for childcare services, and reliability will be crucial to ensure employee retention. Whilst many Aurukun residents utilise close kinship ties within the Aurukun community for childcare, the proponent plans to engage with the ASC and Koolkan Early Childhood Centre during pre-construction to work towards achieving reliable childcare.

3.5.2.3 Health services

Consultation with health service providers identified limitations with the current health service provision in Aurukun and raised concerns regarding additional demand from the project workforce and site emergencies. A high prevalence of disability and chronic disease is present within the community. Aurukun currently provides generalist health services, with specialist health services visiting monthly as a FIFO service. The health providers are already experiencing high demand from the community, but indicated that capacity to assist in project-related health services could be provided if forward planning is provided. The proponent has developed several measures to mitigate any health service impacts, as outlined in the Health and Community Well-being Plan in the SIMP:

- engage regularly with health service providers, through the Government Reference Agency Group as required
- partner with Aurukun Health Service providers to identify opportunities to undertake pre-work health checks for the local workforce, and develop a servicing agreement if necessary
- seek the participation of the Aurukun Health Service to assist in monitoring project impacts on health service delivery
- establish a paramedic and nurse service on-site for the workforce, including on-site ambulance vehicle
- require employees to address pre-existing health issues and prescription requirements prior to commencement of their block shifts
- provide mental health support services for non-local workforce.

3.5.2.4 Local and regional road networks

The SIA indicates that Aurukun is a community dependent on walking to business and service locations. An increase in traffic through Aurukun from project workers moving to site and the movement of materials and equipment may lead to an increased risk in pedestrian and vehicle incidents. To minimise the risk, the proponent will implement the following measures:

- A driver standard will apply to the workforce and all project related vehicles will be required to adhere to road safety guidelines.
- All workers will be transported from Aurukun to the project site by bus.
- No project related heavy vehicle movements (buses excepted) will occur on Kang Kang Road between Aurukun Airport and McKenzie Drive, and all project traffic moving goods and materials will use the local road network on the outer limits of town.
- A Road-Use Management Plan will be prepared before construction that will include impact mitigation strategies for both road safety and road maintenance.
- Appropriate design of the Mine Access Road/Aurukun Road intersection that will require approval from the ASC.

Stakeholder consultation also raised concerns about increased traffic on the Peninsula Developmental Road for workers travelling from Weipa and the potential risk of workers becoming isolated during floods. These risks are considered low and have been assessed and managed in the Traffic Impact Assessment chapter of the EIS.

The proponent is required to liaise regularly with the ASC and Aurukun QPS through the Government Reference Agency Group to ensure the measures are sufficient and addressing all possible issues. I have conditioned (Appendix 1) that information regarding the Government Reference Agency Group and initial engagement be provided in the revised SIMP.

3.5.2.5 Labour draw and infrastructure

The SIA indicates that there is the potential for the project to draw on local workers already employed by ASC and other businesses. Reliable local workers are highly valued in Aurukun and are likely to be drawn to a potential salary increase at the project, thereby leaving staffing shortages at ASC and other local businesses.

The proponent will support transitional roles in the community that allow workers to retain part-time employment in the community and part-time employment at the project site. In addition, many of the initiatives that are aimed to develop workforce readiness will benefit those in the community seeking employment at ASC and other businesses.

The project plans to use Aurukun Airport and council owned roads to transport workers and materials. Concerns were raised during consultation about the increased burden and responsibility placed on ASC to upkeep maintenance tasks and upgrades. The proponent is expected to engage on the use of assets through agreements with ASC.

3.5.3 Changes in social cohesion

The SIA indicates that the project will have benefits and impacts on the community cohesion and wellbeing of Aurukun.

The project has the potential to offer community benefits through project employment, workforce training opportunities and financial benefits from project agreements. These benefits are thought to alleviate disadvantage through income security and enable:

- Improved access to healthy food choices and health services
- Improved infrastructure and services in Aurukun, including stable power supply
- Population stability and greater access to regional communities
- Increased expenditure in Aurukun through increased income.

The SIA notes that these benefits are dependent on the ability of local people to retain employment, of which two major barriers are housing and resident health and wellbeing. Overcrowded housing conditions in Aurukun and health vulnerabilities within the community, including substance abuse, chronic disease and poor nutrition reduce the ability of Aurukun residents to retain employment. Whilst the proponent notes that these issues are not reasonably the responsibility of the proponent to resolve, the facilitation of the Government Agency Reference Group will provide a forum for a coordinated response to deliver necessary infrastructure and services for these issues. Strategies for these issues may be financially supported by the proponent's *Aurukun Community Investment and Contribution Program (ACICP)*.

The project also has the potential to adversely impact social cohesion for the Aurukun community by generating tension from increased income and financial benefits resulting in humbugging and potential increased substance abuse. Aurukun currently has limited equity differences, however increased income security for a portion of the community may generate instability and friction.

The proponent intends to engage with key stakeholders to identify a forum such as the establishment of the Aurukun Community Reference Group to discuss and resolve community issues that may be caused by the project. The proponent will offer a Mentoring Program for local employees and families to support them managing the challenges of employment.

During SIA consultation, QPS raised concerns about the potential of the project to increase illegal drug and alcohol use in Aurukun. Substance use in Aurukun is a significant issue and has contributed to community friction and high crime rates. The accommodation village will be a dry village to align with the Aurukun Alcohol Management Plan and all workers will comply with the Workforce Standards, supported by a formal drug and alcohol testing program. Additionally, the proponent will limit the interactions between locals and non-local project employees by providing transport service between the project site and Aurukun services. I note that while the proponent has taken all reasonable measures to reduce substance use, increased income in the local community may facilitate increased illegal substance use through greater access to regional communities. I recommend that the proponent liaise regularly with QPS to monitor any increased in illegal substance use that may be linked to the project.

3.5.4 Changes to community initiatives and programs

The SIA indicates that the proponent has made community contributions and investments in Aurukun since early engagement began in 2016 and is underpinned by the proponent's Aurukun Community Investment and Contribution Program (ACICP). The ACICP will guide the future local investment and has four priority community investment areas:

- education, training and employment
- business development
- arts, culture and wellbeing
- community infrastructure.

Investment in Aurukun through the ACICP has the potential to increase workforce readiness, improve local business capacity, maintain cultural identity and support community participation in arts and cultural events and improve community liveability. Continued investment will be important for local employee retention, community wellbeing and social cohesion.

3.5.5 Conclusion – health and community wellbeing

I am satisfied that the proponent has considered all potential impacts of the project on the health and wellbeing of the Aurukun community and that the importance of cultural identity was recognised. I note that the proponent has developed management measures that are achievable and realistic for the community.

To ensure that the commitments described in the Health and Community Wellbeing plan are undertaken and monitoring of the outcomes is sufficient, I have stated conditions (Appendix 1) requiring the proponent to update the Health and Community Wellbeing Plan as part of the updated SIMP, to be submitted to me for approval at least 3 months before construction commences.

I note that management of impacts not within control of the proponent is stated to be dealt with through the Government Reference Agency Group. As described in Section 3.1.3, if this group is established, a framework should be provided in the updated CSE Plan as part of the updated SIMP that outlines the members of the group, frequency and mechanism of meeting, and engagement topics.

4. Conclusion

I am satisfied that the SIA was prepared generally in accordance with the SIA Guideline (2018) and that the strategies and mitigation measures prepared as part of the SIA demonstrate that the proponent is committed to ensuring that the project does not significantly impact on and enhances opportunities for Traditional Owners, the Aurukun community and other regional communities.

I have considered the scale and duration of the project's construction phase and the capacity of the local communities to provide workers for the project's construction phase and determined that the project presents an opportunity for local employment during construction. While the project's workforce needs exceed the current capacity of local communities to provide workers, it is likely that there would be workers living locally with relevant skills or capacity to undertake the relevant training. Therefore, I have decided to nominate the project as a large resource project for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's construction workforce.

Overall, I consider that the project presents opportunities for social benefits for the local community in the Aurukun LGA through local employment, training, and business opportunities. I note that ongoing consultation with Traditional Owners, Aurukun Shire Council and service providers will be critical to ensure all opportunities for local communities are realised.

To ensure that potentially significant impacts are avoided, minimised or at least mitigated, I have stated a condition (Appendix 1) requiring the proponent to prepare an updated Social Impact Management Plan (SIMP) for the construction and operational phases of the project to be submitted to me for approval at least 3 months before construction commences. The SIMP must include:

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

The proponent SIMP implementation includes that a comprehensive review of the SIMP will be undertaken as the construction phase nears completion and prior to transition to operations. I would review this update for operations as part of annual reporting on the SIMP implementation.

I have also conditioned a SIMP for the cessation of mining operations to manage the social impacts of mine closure. The closure SIMP is expected to be prepared in consultation with ASC, NAK and Traditional Owners and include any legacy agreements.

I have stated a condition (Appendix 1) requiring the proponent to report to the Office of the Coordinator-General on the implementation and effectiveness of the SIMP annually during construction and for the first 5 years of operation. Thereafter, reporting every 3 years during operations on the SIMP with a final SIMP submitted for approval to manage project closure. The SIMP reporting will need to be provided to ASC, NAK and Traditional Owners for review prior to submission. In addition, I expect that the proponent's commitments (Appendix 2) will be implemented.

I am satisfied that the potential social impacts of the project can be adequately managed and minimised. I have finalised my evaluation of the EIS and the potential social impacts of the project. Accordingly, I approve the project's SIA.

A copy of this report will be provided to DETSI, the proponent and will be made publicly available at **Social impact assessments for resource projects | State Development and Infrastructure**.



Gerard Coggan
Coordinator-General

29 April 2025

Appendix 1. Conditions stated under the Strong and Sustainable Resource Communities Act 2017

This appendix includes conditions stated by the Coordinator-General under section 11(2) of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act).

In accordance with section 11(3)(a) of the SSRC Act, these conditions are enforceable conditions under the *State Development and Public Works Organisation Act 1971* (SDPWO Act). The entity with jurisdiction for the conditions in this appendix is the Coordinator-General.

All the conditions stated in this appendix take effect from the date the Department of Environment, Tourism, Science and Innovation completes the EIS assessment report for the Aurukun Bauxite project.

Condition 1. General conditions

- (a) The proponent must advise the Coordinator-General in writing that construction of the project has commenced within 5 business days of construction commencing.
- (b) The proponent must advise the Coordinator-General in writing that the operation of the project has commenced within 5 business days of operations commencing.

Condition 2. Social Impact Management Plan

- (a) The proponent must develop and implement a detailed Social Impact Management Plan (SIMP) to manage the potential social impacts of the project identified in the social impact assessment (SIA) through ongoing community and stakeholder engagement.
- (b) The proponent must submit the detailed SIMP, to the Coordinator-General for approval at least 3 months prior to the commencement of construction.
- (c) The SIMP must be prepared in consultation with the Aurukun Shire Council and the Ngan Aak-Kunch Aboriginal Corporation and provided to Traditional Owners for review prior to submission to the Coordinator-General.
- (d) The SIMP must outline the status of the Partnership Agreement at the time of submission and provide any publicly appropriate information approved by the Traditional Owners about key commitments of the Partnership Agreement.
- (e) The SIMP must include an updated social baseline and indicators for Nearby Regional Communities.
- (f) The SIMP must include the following:
 - (i) Community and Stakeholder Engagement Plan in accordance with Condition 3
 - (ii) Workforce Management Plan in accordance with Condition 4
 - (iii) Housing and Accommodation Plan in accordance with Condition 5
 - (iv) Local Business and Industry Procurement Plan in accordance with Condition 6 and
 - (v) Health and Community Wellbeing Plan in accordance with Condition 7.
- (g) A SIMP for the closure of the mine must be prepared and submitted to the Coordinator-General for approval at least 24 months prior to the conclusion of operations.

- (h) The SIMP for closure must be prepared in consultation with Aurukun Shire Council, the Ngan Aak-Kunch Aboriginal Corporation and Traditional Owners and include the details of any legacy infrastructure agreements.
- (i) The proponent must publish the SIMP on their website within one month of the Coordinator-General's approval of the plan. The proponent must notify the Coordinator-General within 5 business days of the SIMP being made publicly available on the proponent's website.

Condition 3. Community and Stakeholder Engagement Plan

- (a) The proponent must engage with all relevant stakeholders to ensure they are informed about the project and that identified potential social impact issues are effectively managed and monitored.
- (b) The proponent must prepare a Community and Stakeholder Engagement Plan that is to be submitted as part of the SIMP to the Coordinator-General for approval, in accordance with Condition 2.
- (c) The Community and Stakeholder Engagement Plan must address the construction and total operation phases of the project, and include:
 - (i) objectives and key performance indicators
 - (ii) an analysis of key stakeholders and stakeholder issues
 - (iii) action plans for ongoing engagement including details of proposed communication tools, timeframes for activities and roles and responsibilities for engagement
 - (iv) the status of the formal communication structures nominated in the Community and Stakeholder Engagement Plan outlined in the Social Impact Management Plan (Appendix S) of the EIS, detailing the timing of engagement and key matters for discussion or resolution for each, including the Government Reference Agency Group, Aurukun Bauxite Partnership Committee, Emergency Management Committee and Aurukun Community Reference Group
 - (v) processes for incorporating stakeholder feedback into the further development of project-specific management measures
 - (vi) details of any stakeholder agreements to be negotiated, including agreements with state and local government agencies
 - (vii) a complaints management process
 - (viii) monitoring and reporting protocols.
- (d) The Community and Stakeholder Engagement Plan must:
 - (i) be consistent with the Community and Stakeholder Engagement Plan outlined in Section 4 of the Social Impact Management Plan (Appendix S) of the EIS (HB, 2022)
 - (ii) incorporate the management measures listed in Appendix S and proponent's commitments in Chapter 22 – Environmental Management and Commitments of the EIS (Glencore, 2025).
- (e) The Community and Stakeholder Engagement Plan must provide details for:
 - (i) providing advanced notice to directly affected landholders, Traditional Owners and residents of Aurukun of project works that may potentially impact on the amenity and activities of the land including Amban Outstation and traditional country
 - (ii) consulting with the Aurukun Shire Council, local service providers and relevant state agencies about potential impacts from the project on primary healthcare, childcare, road safety and measures to manage potential impacts.

Condition 4. Workforce Management Plan

- (a) The proponent must prioritise recruitment of workers who are Wik and Wik Waya Traditional Owners, residents of Aurukun and culturally accepted by Traditional Owners, and residents of the nearby regional communities.
- (b) The proponent must actively support the health and wellbeing of the project workforce.

- (c) The proponent must prepare a Workforce Management Plan that is to be submitted as part of the SIMP to the Coordinator-General for approval, in accordance with Condition 2.
- (d) The Workforce Management Plan must address the construction and operational phases of the project, and include:
 - (i) objectives and key performance indicators
 - (ii) updated summary workforce profile, including the estimated proportions of local workforce participants, regional workers and FIFO workers, and targets for Aboriginal and Torres Strait Islander employment.
 - (iii) roster arrangements for local, regional and FIFO workers
 - (iv) measures that implement the recruitment strategy described in the social impact management plan for the Aurukun Bauxite project
 - (v) details of the Local Workforce Development Plan, including:
 - (1) detailed outline of the local workforce development programs, including the Community Capability Program, Work Readiness Program, Youth Engagement Program, Operational Readiness Program and Mentoring Program
 - (2) plan for enhancing work readiness for inmates at Lotus Glen Correctional Centre as agreed with Queensland Corrective Services
 - (3) establishment of transitional roles for local workforce participants
 - (vi) measures to enhance potential employment opportunities for local communities including Indigenous people and mitigate potential negative social impacts
 - (vii) proposed training and development initiatives to improve local and regional skills including initiatives for those traditionally underrepresented
 - (viii) programs to support the physical and mental health and wellbeing of workers
 - (ix) the level of on-site health services to be provided for workers
 - (x) details of any workforce code of conduct that governs worker interactions with local communities, and
 - (xi) monitoring and reporting protocols.
- (e) The Workforce Management Plan must:
 - (i) be consistent with the Workforce Management Plan outlined in Section 5 of the Social Impact Management Plan (Appendix S) of the EIS (HB, 2022), and
 - (ii) incorporate the management measures listed in Appendix S and proponent's commitments in Chapter 22 – Environmental Management and Commitments of the EIS (Glencore, 2025).

Condition 5. Housing and Accommodation Plan

- (a) The proponent must limit or mitigate negative social impacts of the project to housing and accommodation affordability and availability in local and regional communities.
- (b) The proponent must prepare a Housing and Accommodation Plan that is to be submitted as part of the SIMP to the Coordinator-General for approval, in accordance with Condition 2.
- (c) The Housing and Accommodation Plan must be developed in consultation with Aurukun Shire Council and describe consultation undertaken to monitor conditions of housing in Aurukun and the impact on the wellbeing of local workforce participants.
- (d) The Housing and Accommodation Plan must address the construction and operational phases of the project, and include:
 - (i) objectives and key performance indicators
 - (ii) measures to enhance potential benefits for project workers and the community

- (iii) measures to mitigate potential negative social impacts
 - (iv) policies regarding housing and accommodation support to be provided to project workers and their families who wish to move to Weipa, and
 - (v) monitoring and reporting protocols.
- (e) The Housing and Accommodation Plan must:
- (i) be consistent with the Housing and Accommodation Plan outlined in Section 8 of the Social Impact Management Plan (Appendix S) of the EIS (HB, 2022), and
 - (ii) incorporate the management measures listed in Appendix S and proponent's commitments in Chapter 22 – Environmental Management and Commitments of the EIS (Glencore, 2025).
- (f) The Housing and Accommodation Plan must provide:
- (i) an updated assessment of Weipa housing availability and demand, housing tenure, dwelling stock, sales and rental volumes, and prices
 - (ii) the likely impacts of the project on short-term accommodation
 - (iii) the arrangements for housing the project's workforce including the capacity of the temporary Construction Village and Accommodation Village, and
 - (iv) analysis of the on-shift accommodation preferences for the local workforce participants and details of the arrangements to cater to their preferences

Condition 6. Local Business and Industry Procurement Plan

- (a) The proponent must ensure that opportunities for local businesses to provide goods and services for the project are maximised during the construction and operational phases.
- (b) The proponent must prepare a Local Business and Industry Procurement Plan that is to be submitted as part of the SIMP to the Coordinator-General for approval, in accordance with Condition 2.
- (c) The Local Business and Industry Procurement Plan must address the construction and operational phases of the project, and include:
- (i) objectives and key performance indicators
 - (ii) updated list of potential local business supply opportunities, identifying any Aboriginal and Torres Strait Islander owned businesses
 - (iii) procurement strategies, initiatives and targets for local and regional suppliers, including Aboriginal and Torres Strait Islander owned businesses, and actions to facilitate participation
 - (iv) proposed policies and programs to build local and regional capacity and capability and reduce barriers to entry, including establishment of new local businesses
 - (v) processes that embed the local business and industry procurement strategies into the contracting model for the project
 - (vi) measures to mitigate any potential negative social impacts on local industries
 - (vii) details of any established industry guidelines or codes of practice which the proponent has committed to compliance, and
 - (viii) monitoring and reporting protocols.
- (d) The Local Business and Industry Procurement Plan must:
- (i) be consistent with the Local Business and Industry Procurement Plan outlined in Section 6 of the Social Impact Management Plan (Appendix S) of the EIS (HB, 2022), and
 - (ii) incorporate the management measures listed in Appendix T and proponent's commitments in Chapter 22 – Environmental Management and Commitments of the EIS (Glencore, 2025).

Condition 7. Health and Community Well-being Plan

- (a) The proponent must limit or mitigate negative social impacts of the project and capitalise on opportunities to improve the health and well-being of local and regional communities.
- (b) The proponent must limit or mitigate adverse impacts of the project on the level of service (social services, facilities and infrastructure) currently provided to local communities.
- (c) The proponent must prepare a Health and Community Well-being Plan that is to be submitted as part of the social impact management plan to the Coordinator-General for approval, in accordance with Condition 2.
- (d) The Health and Community Well-being Plan must address the construction and operational phases of the project, and include:
 - (i) objectives and key performance indicators
 - (ii) measures to ensure that Wik and Wik Waya cultural identity is supported
 - (iii) measures to reduce impacts to the amenity of Amban Outstation
 - (iv) measures to ensure that the level of service provided to the local community by existing social services, facilities and infrastructure is not reduced
 - (v) measures to mitigate potential health and well-being impacts on Aurukun and enhance potential benefits
 - (vi) emergency response arrangements and management measures agreed with emergency service providers, for incidents associated with the project, both on and off the project site
 - (vii) details of any community development programs to be implemented, and the outcomes to be achieved, and
 - (viii) monitoring and reporting protocol.
- (e) The Health and Community Well-being Plan must:
 - (i) be consistent with the Health and Community Well-being Plan outlined in Section 7 of the Social Impact Management Plan (Appendix S) of the EIS (HB, 2022), and
 - (ii) incorporate the management measures listed in Appendix S and proponent's commitments in Chapter 22 – Environmental Management and Commitments of the EIS (Glencore, 2025).
- (f) The Health and Community Well-being Plan must provide details for the following matters:
 - (i) measures developed in consultation with the Aurukun Shire Council, Queensland Health and other service providers to limit potential adverse impacts of the project on the level of healthcare service and childcare services provided to the local community
 - (ii) measures developed in consultation with Queensland Police Service (QPS) to monitor and manage drug and alcohol consumption and additional QPS services required for project activities
 - (iii) measures developed in consultation with the Aurukun Shire Council to limit potential adverse impacts on council owned infrastructure, and
 - (iv) measures developed in consultation with Traditional Owners to facilitate continued access to traditional country, including any agreements for access to Tapplebang Creek

Condition 8. Reporting on the implementation and effectiveness of social impact management measures

- (a) The proponent must prepare an annual Social Impact Management Report (SIMR) for each year of construction, the first 5 years of operation and every third year thereafter for the life of the project.
- (b) The annual SIMR must be submitted to the Coordinator-General for approval within 30 business days after the end of the relevant 12-month period from the commencement of construction of the project.

- (c) The annual SIMR must be presented to Aurukun Shire Council, the Ngan Aak-Kunch Aboriginal Corporation and Traditional Owners for review prior to submission to the Coordinator-General.
- (d) The annual SIMR must include any updates on the status of the Partnership Agreement and provide any publicly appropriate information approved by the Traditional Owners about key commitments of the Partnership Agreement.
- (e) Using the monitoring protocol described in the SIMP, the SIMR must detail:
 - (i) an assessment of the social impacts of the project against the potential social impacts identified in the social impact assessment, including the consideration of other proposed developments in regional communities
 - (ii) the progress and effectiveness of the social impact management measures identified in the social impact management plan
 - (iii) where monitoring indicates measures have not been effective, describe how those social impact management measures have been modified
 - (iv) ongoing assessment of social indicators for Aurukun (in relation to the social baseline prior to the project)
 - (v) the actions taken to implement closure commitments made by the proponent.
- (f) The SIMR must present the total workforce profile including:
 - (i) total number of workers employed
 - (ii) proportion of local workforce participants, regional workforce participants, Aboriginal and Torres Strait Islander workers and FIFO workers from outside of the Western Cape
 - (iii) usual place of residence of the workforce
- (g) Each SIMR must be publicly available on the proponent's website within 30 business days of the Coordinator-General's approval of the relevant report. The proponent must notify the Coordinator-General within 5 business days of the SIMR being published on proponent's website.

Definitions

'commencement of construction' is defined as the commencement of the activities as described in Section 4.12 of Chapter 4 – Project Description of the EIS.

'commencement of operation' is mining and processing of bauxite.

'Traditional Owners' are the Wik and Wik Waya People that hold Native Title rights over the mine site.

'FIFO worker' is a worker who does not live in the nearby regional communities.

'local communities' is the Aurukun township.

'nearby regional communities' are Aurukun, Weipa, Napranum and Mapoon.

'local worker' is a worker who lives in one of the local communities

'local workforce participant' is a Wik and Wik Waya Traditional Owner or a resident of Aurukun that is culturally accepted by the Traditional Owners.

'regional workforce participant' is an indigenous or non-indigenous worker from Weipa, Napranum or Mapoon.

'the project' is the Aurukun Bauxite project.

Appendix 2. Proponent Commitments

Source: Chapter 22 – Environmental Management and Commitments (Glencore, 2025)

Project Matter	Commitment
Social (generally)	<p>The social impacts of the project will be managed and opportunities enhanced principally through the following three mechanisms:</p> <ul style="list-style-type: none"> • The Agreement/s negotiated with, or on behalf of, Traditional Owners (including those that form part of the various regulatory requirements including the NT Act and the Mineral Resources Act 1989 (Qld)); • Management of Aboriginal cultural heritage on accordance with the Aboriginal Cultural Heritage Act 2003 (Qld); and • Implementation of the SIMP.
Community and Stakeholder Engagement	<p>The proponent will establish a Government Agency Reference Group for the project. The reference group will be established prior to commencement of the construction phase, with representation from key Federal and State government agencies and the Aurukun Shire Council (ASC).</p>
Community and Stakeholder Engagement	<p>Prior to the commencement of construction, the proponent will update the SIMP to reflect relevant elements of the Partnership Agreement with Traditional Owners and/or updated input from other local stakeholders.</p>
Community and Stakeholder Engagement	<p>The proponent will establish an Aurukun Community Reference Group to facilitate two-way communication between the Aurukun community and the proponent, and to also provide a forum for the resolution of community issues. The proponent will establish the Aurukun Community Reference Group in consultation with relevant stakeholder group during the pre-construction phase.</p>
Community and Stakeholder Engagement	<p>The proponent will implement an Aurukun Bauxite Partnership Committee as the primary forum for involvement of Traditional Owners in mine plans and operations. This committee will be established during the construction phase of the project.</p>
Community and Stakeholder Engagement	<p>The proponent will seek input from Traditional Owners in the development of environmental management plans required to be developed and implemented under the environmental authority and provide response to any queries or concerns raised by Traditional Owners including by making amendment to the plan where reasonable and practicable.</p>
Community and Stakeholder Engagement	<p>The proponent will make environmental management plans publicly available on the proponent's website and make copies available to Traditional Owners.</p>
Community and Stakeholder Engagement	<p>The results of environmental monitoring undertaken as a requirement of the environmental authority will be made available to Traditional Owners.</p>
Community and Stakeholder Engagement	<p>The proponent will ensure Traditional Owners will have a role in any review or changes to the PRCP, including any final land uses.</p>
Community and Stakeholder Engagement	<p>The proponent will maintain the engagement of Traditional Owners and seek their active participation in the planning and implementation of closure and rehabilitation activities.</p>
Community and Stakeholder Engagement	<p>The proponent shall provide the Traditional Owners with an opportunity to review any information to be reported under the Social Impact Management Plan and allow Traditional Owners a reasonable opportunity to provide feedback for inclusion with any reporting.</p>

Project Matter	Commitment
Health and Community Well-Being	Access to Amban and Waterfall Outstations will continue to be provided and improvements (realignment and surfacing) to Amban Road will occur.
Health and Community Well-Being	The proponent will implement a Cultural Respect Strategy, during the construction and operations phase of the project, that incorporates cultural awareness training, cultural competency, cultural responsiveness, and cultural leadership.
Health and Community Well-Being	The proponent will support Traditional Owner land and sea management initiatives, caring for country programs, and facilitating Traditional Owners' participating in activities aimed at the protection of the environment and cultural heritage including: <ul style="list-style-type: none"> Supporting the development of a Traditional Owner-controlled entity that can provide land and sea management services to the project and other organisations in the region. Assisting in building capabilities and capacity prior to commencement of mine operations to allow Traditional Owners to be actively engaged in land and sea management and environmental monitoring activities from early in the life of the project. Inviting active participation in environmental monitoring (such as surface water, ecological surveys and dam monitoring) as well as rehabilitation field activities.
Health and Community Well-Being	The proponent will encourage and enable the participation of Traditional Owners in all cultural heritage management activities on the project site.
Health and Community Well-Being	The proposed terms of the project's Cultural Heritage Management Plan to be agreed with Traditional Owners will provide for the establishment of designated areas in consultation with Traditional Owners for the storage of items of cultural significance throughout the life of the project.
Health and Community Well-Being	The proponent will consult with Traditional Owners prior to clearing activities during operations with the intent of enabling Traditional Owners to identify any resources of value within the area proposed to be cleared so that such resources (including commercial timber resources) can be harvested for use where safe and reasonably practical to do so.
Health and Community Well-Being	In addition to the requirements under the environmental authority, the proponent will undertake: <ul style="list-style-type: none"> Additional dust monitoring at Amban Outstation during the construction period and for the first two years of operation of the project, in order to monitor any potential impacts at that location. Additional noise monitoring at Amban Outstation during the construction period and for the first two years of operation of the project, in order to monitor any potential impacts at that location.
Health and Community Well-Being	Local language names will be incorporated into project signage.
Health and Community Well-Being	The use of local language will be incorporated into workforce induction materials and site signage.
Health and Community Well-Being	The proponent will implement workforce Driving Standards.
Health and Community Well-Being	All project related vehicles will be required to adhere to road safety guidelines and speed limits.

Project Matter	Commitment
Health and Community Well-Being	No project related heavy vehicle movements (with the exception of buses used for transporting the project workforce) will be permitted on Kang Kang Road between the Aurukun Airport and McKenzie Drive (within Aurukun township).
Health and Community Well-Being	Project traffic associated with the movement of goods and materials from Aurukun to the project site will utilise the local road network on the outer limits of town (i.e. McKenzie Drive).
Health and Community Well-Being	All workers will be transported from Aurukun to the project site by bus. This will significantly minimise project related traffic generation in Aurukun. The bus will utilise Kang Kang Road and Aurukun Road to access the project site.
Health and Community Well-Being	The proponent, in partnership with key government agencies, will complete a baseline study of health and community wellbeing including establishing a suitable program for monitoring project impacts on health and community well-being. This baseline study will commence in the pre-construction phase and will be completed during the construction phase.
Health and Community Well-Being	The proponent will support the health promotion campaigns of the Aurukun Health Service during the construction and operations phases of the project.
Health and Community Well-Being	The proponent will implement communication and navigation protocols to support the coexistence between the TSV and other marine users.
Health and Community Well-Being	The proponent will engage in further discussion with relevant stakeholders in the preconstruction and construction phases to determine actions to resolve accessibility to child-care services for local Indigenous workers.
Health and Community Well-Being	The proponent will establish the early development of protocols and agreements with the Aurukun Health Service and emergency services.
Health and Community Well-Being	On-site paramedic and/or nurse resources will be provided during the construction phase and the operations phase.
Health and Community Well-Being	On-site provision of an ambulance vehicle for emergency response and seriously injured patient transport.
Workforce Management	A project recruitment hierarchy will be established for the project during the pre-construction phase which will include the prioritisation of employment opportunities for locals.
Workforce Management	The proponent will establish a Local Workforce Development Plan in the pre-construction phase.
Workforce Management	The proponent will implement an Employee Assistance Program for both the construction and operations phases of the project.
Workforce Management	The proponent will implement project on-boarding for all employees to ensure that construction and operations phase workers are aware of the requirements of the Aurukun Alcohol Management Plan and the implications of non-compliance.
Workforce Management	The proponent will ensure the operation of a formal drug and alcohol testing program at the project site and in Aurukun.
Local Business and Industry	The proponent will establish a Local Business and Industry Procurement Plan in the preconstruction phase.

Acronyms and abbreviations

Acronym	Definition
ABS	Australian Bureau of Statistics
ACICP	Aurukun Community Investment and Contribution Program
ASC	Aurukun Shire Council
CDP	Community Development Program
CHMP	Cultural Heritage Management Plan
CLF	Coastal Loading Facility
CSE Plan	Community and Stakeholder Engagement Plan
DETSI	Department of Environment, Tourism, Science and Innovation
DTATSIPCA	former Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts
EAP	Employee Assistance Program
EIS	environmental impact statement
EP Act	<i>Environmental Protection Act 1994</i> (Qld)
FIFO	fly-in, fly-out
FTE	full time equivalent
ha	hectares
LBIP Plan	Local Business and Industry Procurement Plan
LGA	local government area
MDL	Mineral Development Licence
Mtpa	million tonnes per annum
NAK	Ngan-Aak Kunch Corporation
NRC	nearby regional community
PBC	prescribed body corporate
PY	Project Year
QPS	Queensland Police Service
RFDS	Royal Flying Doctor Service
SDPWO Act	<i>State Development and Public Works Act 1971</i> (Qld)
SIA	social impact assessment
SIMP	social impact management plan
SIMR	social impact management report
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2017</i> (Qld)

Glossary

Term	Definition
Coordinator-General	The corporation sole constituted under section 8A of the <i>State Development and Public Works Organisation Act 1938</i> and preserved, continued in existence and constituted under section 8 of the <i>State Development and Public Works Organisation Act 1971</i>
Large resource project	A resource project for which an EIS is required
Nearby regional community	A town within 125 km radius of a large resource project that has a population of more than 200 people
The project	Aurukun Bauxite project
The proponent	Aurukun Bauxite Project Joint Venture

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