



Social Impact Management Report

Saint Elmo Project

MCR-RPT-AD-00003

28 February 2025

REV	DATE	DESCRIPTION	AUTHOR	APPROVED
D	22/11/2024	Draft report	ME/AW	KD
1	26/11/2024	Final report	ME/AW	KD
2	07/03/2025	Reviewed, resubmitted and renamed from SEP-RPT-CO-00001 to MCR-RPT-AD-00003	LC/AN/DB	AN

Table of Contents

1	EXECUTIVE SUMMARY	5
2	INTRODUCTION	6
2.1	PURPOSE	6
2.2	BACKGROUND	7
2.3	PROJECT UPDATE.....	9
3	COMMUNITY AND STAKEHOLDER ENGAGEMENT... 10	
3.1	KEY IMPACTS, COMMITMENT OUTCOMES AND STATUS UPDATES FOR COMMUNITY AND STAKEHOLDER ENGAGEMENT	11
4	WORKFORCE MANAGEMENT	14
4.1	WORKFORCE PROFILE	15
4.1	KEY IMPACTS, COMMITMENT OUTCOMES AND STATUS UPDATES FOR WORKFORCE MANAGEMENT	16
5	HOUSING AND ACCOMODATION	17
5.1	KEY IMPACTS, COMMITMENT OUTCOMES AND STATUS UPDATES FOR HOUSING AND ACCOMMODATION.....	19
6	HEALTH AND COMMUNITY WELLBEING	23
6.1	KEY IMPACTS, COMMITMENT OUTCOMES AND STATUS UPDATES FOR HEALTH AND COMMUNITY WELLBEING	23
7	LOCAL BUSINESS AND PROCUREMENT	26
7.1	KEY IMPACTS, COMMITMENT OUTCOMES AND STATUS UPDATES FOR LOCAL BUSINESS AND PROCUREMENT	26
8	CONCLUSION	28
8.1	FUTURE REPORTING	29
9	REFERENCES	30
10	ACRONYMS	31
	APPENDIX A: ASSESSMENT TABLE	32
	APPENDIX B: CONSULTATION OUTCOMES	42

List of Tables and Figures

Figure 1 – Project Location	8
Table 1 – Community and stakeholder engagement commitments and outcomes / status.....	11
Table 2 – Workforce Profile.....	15
Table 3 – Current Staff Housing: Owned, Rented and Vacant Properties.....	17
Table 4 – Key population and housing indicators, McKinlay Shire (2021 and 2024)	19
Table 5 – Housing and accommodation commitments and outcomes / status.....	21
Table 6 – Health and Community Wellbeing commitments and outcomes / status	23
Table 7 – Local business and procurement commitments and outcomes / status.....	26

Revision Control

REV	DATE	DESCRIPTION	AUTHOR	APPROVED
D	22/11/2024	Draft report	ME/AW	KD
1	26/11/2024	Final report	ME/AW	KD
2	07/03/2025	Reviewed, resubmitted and renamed from SEP-RPT-CO-00001 to MCR-RPT-AD-00003	LC/AN/DB	AN

1 EXECUTIVE SUMMARY

Multicom Resources has made significant advances in enhancing the overall wellbeing of the Julia Creek community in line with its Project commitments. The company has funded local events such as the Dirt n Dust Festival and the Artesian Express Race Day, contributing over \$75,000 in the reporting period alone.

Multicom has proactively managed environmental impacts and ensured that no complaints were received regarding air quality or noise during the reporting period. Any exceedances of environmental criteria were primarily due to natural conditions such as weather patterns and nearby farming activities.

Multicom has addressed housing and employment needs in the region. The company has purchased several residential properties in Julia Creek and is actively investing in the renovation and development of housing to accommodate its workforce. While the local housing market remains tight, Multicom's initiatives are aimed at alleviating housing shortages, ensuring employees are well-supported. Furthermore, the company has fostered employment opportunities, contributing to the local economy by maintaining a local workforce and supporting initiatives that encourage relocation to Julia Creek.

The Julia Creek community has seen key improvements, including the upgrade of the Julia Creek Multipurpose Health Service, which has expanded its capacity to hire nursing staff. A dedicated General Practitioner now serves the community Monday to Friday. Additionally, a new early learning centre is expected to open in February 2025, increasing childcare capacity in the region.

In terms of local business engagement, Multicom has maintained a business and supplier register and adhered to its Buy Local policy. The company is committed to supporting Indigenous businesses, having partnered with Martyr Training Services to assist with local training and procurement opportunities. Multicom's long-term strategy includes further expanding these efforts as construction progresses.

Overall, Multicom Resources is dedicated to the long-term development of Julia Creek, focusing on community engagement, environmental stewardship, housing, employment, and local business support as key priorities moving forward.

2 INTRODUCTION

2.1 PURPOSE

This Social Impact Management Report (SIMR) has been developed by Multicom Resources Limited (Multicom) for the Saint Elmo Project (the Project). This SIMR addresses Condition Eight of the *Coordinator-General's Evaluation Report on the Social Impact Assessment (2020)*, for the reporting period of 30 October 2023 to 29 October 2024, in line with Multicom's notification of commencement of the Project's construction phase. As per Condition Eight, Multicom is required to prepare a SIMR for each year of construction and for the first five years of operation. This is the first SIMR for the Project and will look at:

- The social impacts of the Project against the potential social impacts identified in the Social Impact Assessment (SIA)
- The progress and effectiveness of the commitments and measures outlined in the Project's Social Impact Management Plan (SIMP)
- Where social impact management measures have been modified
- When monitoring has indicated that measures have not been effective
- Where changed circumstances or greater knowledge of potential social impacts have been identified

The original report was submitted on 26 November 2024 and was completed by Epic Environmental on behalf of Multicom Resources. However, it has since been updated by Multicom to address the feedback provided by the Office of the Coordinator-General.

2.2 BACKGROUND

The Project is located approximately 25 kilometres (km) east of Julia Creek township in the McKinlay Shire Local Government Area (LGA) (McKinlay Shire) (Figure 1) and is a shallow open cut mine situated within the bounds of Mining Lease (ML) 100162, ML100244, ML100245 and ML100246. The Project is focused on mining and processing vanadium pentoxide (V_2O_5), alternative vanadium-based products and high purity alumina (HPA), which is in line with the Queensland Government's strategic focus on advancing the critical minerals industry in Queensland and broader Australia (Queensland Government 2023).

The Project consists of the mine pit, processing facility and associated infrastructure on ML100162, an Offsite Water Storage Facility (OWSF) on ML100244, an aqueduct from Flinders River to the OWSF infrastructure area on ML100246 and a pipeline constructed for the delivery of water on ML100245.

Multicom completed an Environmental Impact Statement (EIS) under the *Environmental Protection Act 1994* (EP Act) in August 2020 and was granted an Environmental Authority (EA) (EA-100119386). As part of the EIS process, Multicom completed a SIA and a subsequent SIMP, which included the following subplans:

- Community and Stakeholder Engagement Plan
- Workforce Management Plan
- Workforce Housing and Accommodation Plan
- Health and Community Wellbeing Plan
- Buy Local Plan

The SIA and subsequent plans were developed in line with the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) and was evaluated by the Coordinator-General as per the published *Coordinator-General's Evaluation Report on the Social Impact Assessment* (2020).

Multicom provided notification to the Department of Environment, Tourism, Science and Innovation (DETSI), Department of Climate Change, Energy, the Environment and Water (DCCEEW) and the Office of the Coordinator General (OCG) advising that construction for the Project commenced on 30 October 2023, hence triggering the commencement of reporting for this SIMR.



Figure 1 – Project Location

2.3 PROJECT UPDATE

While the Project has notified the commencement of construction, activities have been limited to the development of a sediment basin and internal access tracks as well as ongoing environmental monitoring. As of February 28, 2025, Multicom currently employs a total of 62 employees across both the McKinlay Shire and Brisbane locations and a major contractor is yet to be appointed for construction works. This minimal existing workforce and the overview of impacts discussed throughout this report reflect this slow ramp up for the construction phase.

Multicom anticipates that the next stages of construction will commence early 2025. Multicom is self-performing the works with its permanent employees and has commenced construction. Building infrastructure works commenced early 2025. Staged construction activities of progressive expansion of the processing plant capacity will continue until 2027.

3 COMMUNITY AND STAKEHOLDER ENGAGEMENT

As part of the EIS process, extensive stakeholder engagement was undertaken to determine key community concerns and to identify potential impacts of the Project. Following Project approval, a measured approach to stakeholder engagement has been employed as Project activities to date have been limited to the development of the sediment dam and internal access tracks, as well as ongoing environmental monitoring. Multicom is committed to continued engagement as construction ramps up.

Engagement was undertaken with key stakeholders to inform the development of this SIMR for the purpose of:

- Understanding what key changes stakeholders have seen in the community since the Project was approved
- Understanding what changes the McKinlay Shire and region have seen more broadly
- Gaining an understanding of how stakeholder concerns may have changed or stayed the same since Project approval
- Understanding stakeholder expectations for ongoing engagement and relationship development with Multicom and the Project

Stakeholders engaged as part of this reporting included:

- Queensland Police Service (QPS)
- Queensland Ambulance Services (QAS) - Julia Creek Ambulance Station
- McKinlay Shire Multi-Purpose Health Service
- Julia Creek State School
- McKinlay Shire Council (Council)
- Julia Creek Early Learning Centre
- Queensland Fire Emergency Services (Julia Creek Fire Station)

A summary of the engagement undertaken for the SIMR has been provided in **Appendix B**, alongside an overview of the key issues and discussion points from the engagement that was undertaken for the development of the SIMP in 2021.

Further to the engagement undertaken for this SIMR, Multicom has also undertaken the following engagement activities:

- Monthly meetings with the Department of State Development, Infrastructure and Planning (Mount Isa office) and the OCG
- Liaison with Martyr Training Services and Mount Isa to Townsville Economic Zone (MITEZ)
- Engagement with TAFE Queensland
- Community events/conferences
- Attendance at a two-day jobs fair hosted by Glencore in Mount Isa on 13 and 14 November 2024
- Human Resources Executive and Chief Executive Officer (CEO) meeting with Council on 22 April 2024 to discuss resourcing
- Ongoing opportunistic and informal engagement
- Updates via Multicom's LinkedIn page
- Participation in the Annual Dirt and Dust Festivals 5k fun run
- Attendance at caravan park community bush dinner events

3.1 KEY IMPACTS, COMMITMENT OUTCOMES AND STATUS UPDATES FOR COMMUNITY AND STAKEHOLDER ENGAGEMENT

Key impacts and changes emerging from community and stakeholder engagement include:

- A lack of accommodation availability noted, especially for the Multipurpose Health Service, Julia Creek State School, Early Learning Centre and Council to house staff
- Council reported an increase in housing prices since the start of the Project, but they have not yet seen an increase in land prices
- Council anticipates that approximately 250 additional workers from various major projects across the McKinlay Shire will need to be accommodated in Julia Creek in the next two years
- Intensive agriculture is taking off within the region, especially cotton
- No notable changes in demographics within the Julia Creek township
- Closure of the Top Pub has limited choices for meals and social gatherings, especially for families
- Services and businesses generally seem to be busy or are getting busier
- Key stakeholders would generally like to see more engagement as construction ramps up, including potential for site visits

Table 1 details the outcomes/results following the implementation of the community and stakeholder engagement commitments made by Multicom in the Project SIMP for the reporting period.

Table 2 – Community and stakeholder engagement commitments and outcomes / status

Commitments	KPIs (where relevant)	Outcomes / Status
Establish detailed Community and Stakeholder Engagement Plan	Number and type of engagement activities conducted Number of attendees / participants Number and type of enquiries Number and type of complaints % complaints resolved	<ul style="list-style-type: none"> • While the development of a formal Community and Stakeholder Engagement Plan is ongoing, Multicom undertakes engagement at least once a year and has arranged monthly meetings with the McKinlay Shire Council.
Establish project website and ongoing communication protocols with key stakeholders		<ul style="list-style-type: none"> • The Multicom website has a dedicated project page for the Saint Elmo Project
Establish ongoing communication protocols to provide advanced notice to relevant stakeholders of construction and operational activities with potential for disturbance, particularly directly affected landholders and near neighbours		<ul style="list-style-type: none"> • Project updates are issued publicly on LinkedIn and to Council; however, construction activities to date have been limited, and notifications will be ongoing as construction ramps up. • A Landholder Communications Protocol has been developed to formalize the process of notifying stakeholders of activities with potential for disturbance. • A Landholder Communications Register has been implemented ensuring ongoing communication with the primary landholders on Lindfield Station, Viola Station, and Wyladra Station. Regular contact is maintained to inform them of planned visitations and proposed works.
Establish agreements with state and local government agencies		<ul style="list-style-type: none"> • Discussions are ongoing to formalise any agreements
Undertake further consultation with McKinlay Shire Council and service providers regarding potential project impacts on primary healthcare, education services, childcare and housing		<ul style="list-style-type: none"> • As per the engagement undertaken for this SIMR

Commitments	KPIs (where relevant)	Outcomes / Status
Develop a complaints management process and register / database		<ul style="list-style-type: none"> Multicom advertises the info@mcres.com.au email address as an avenue for receiving complaints and queries for the Project A complaints register has been implemented with complaints form in development to be made available on the Multicom website for efficient submission and management of complaints. Additionally verbal complaints may be received for urgent issues, with a dedicated phone line and after-hours number for immediate concerns (this will be advertised on the website). No complaints were received during the reporting period. Implementation in 2025
Conduct workshops with emergency service providers to identify project risks and management / response measures		<ul style="list-style-type: none"> Meetings with stakeholders are ongoing, and to date one complaint was made via phone call and this was addressed immediately Multicom is working with TAFE Queensland and holds monthly meetings with Department of State Development, Infrastructure and Planning (Mount Isa office) and the OCG A site visit was held with QAS in 2023 Community events/conferences have been held, though it is noted that community attendance is low
Establish protocols for communication and information transfer with Police and emergency services		
Consult with Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism (DWATSIPM) to establish plans and targets for training and employment and business procurement		<ul style="list-style-type: none"> Monitoring is based on community feedback and attendance at events/conferences This framework will be formalised with the implementation of the Community and Stakeholder Engagement Plan
Hold pre-construction business briefings and tendering information workshops		
Establish monitoring and reporting framework		<ul style="list-style-type: none"> These items are ongoing and will be prioritised as the Project's construction phase ramps up
Implement community and stakeholder engagement plan for construction		
Regular communication with directly affected landholders and near neighbours		
Timely communication with health and education service providers of Project ramp-up timing and changes in workforce numbers		
Maintain and promote Project communication lines and website, including complaints management process		
Provide regular Project updates via social media, print media and website		
Maintain complaints management process and database		
Implementation of Indigenous participation strategies		
Liaise with health, education, and childcare providers regarding changes in workforce numbers		

Commitments	KPIs (where relevant)	Outcomes / Status
Liaise with Council regarding housing availability and management		
Participate in Regional Industry Network forums		
Conduct pre-operations tender readiness workshops and local / regional business briefings		<ul style="list-style-type: none"> Not currently relevant

4 WORKFORCE MANAGEMENT

The Project currently employs a total of 62 permanent employees, 46 within the McKinlay Shire and 16 in the Brisbane region. Specialist contractors and consultants from these regions are additionally engaged on an as needs basis. All employees from the McKinlay Shire are residents of Julia Creek and accommodate in local owner-occupied residential or rental properties. In line with the Project's recruitment hierarchy, prioritisation has been given to employ local residents from Julia Creek and surrounding areas, and Multicom is actively engaging with TAFE Queensland, MITEZ and similar organisations to facilitate pathways for graduates and apprenticeships and to advertise employment opportunities throughout the broader region. Multicom has reported that in the last 18 months, 10 employees have come from local businesses or organisations, with seven of these staff currently still employed.

Updated data from the Treasury of Queensland shows a slight increase in McKinlay Shire's unemployment rate from one percent at the time of the 2021 census, to 1.4 percent as of June 2024 (Queensland Treasury 2024). Agriculture, forestry and fishing; public administration and safety; and mining remain dominant industries in the McKinlay Shire with labourers accounting for 23.4 percent of employment by occupation (as of 2021 census data), suggesting the existing workforce and potential labour pool within the McKinlay Shire have transferable skills that would benefit the Project.

Multicom have actively promoted employment opportunities within the local community and surrounding areas, aiming to offer additional work to locals and tap into local networks for potential talent. To accommodate various needs, the company has created flexible rosters, allowing parents to work during school hours and station managers to work part-time for extra income. Consultation undertaken with the Council (**Appendix B**) reports that they have lost several employees to the Project, which has had a notable impact on their workforce. While the Council acknowledges that this was an anticipated outcome, it remains a factor to consider throughout the duration of the Project.

Multicom has advised they have employed only three individuals from the local council to date, both of whom are no longer with the company. Contact has been made with the Council to discuss strategies for reducing employee turnover and collaborating on advertising efforts, with the goal of creating mutual benefits as couples relocate to the area.

Several stakeholders reported that they have undertaken consultation with other resource proponents, energy providers and the Critical Minerals Queensland Office and are aware of other major projects in McKinlay Shire and surrounding LGAs. Key stakeholders within the McKinlay Shire are aware of anticipated growth from other proposed major projects over the next two years.

4.1 WORKFORCE PROFILE

Table 2 provides an overview of the Project's existing workforce profile.

Table 3 – Workforce Profile

Indicator	Number or Proportion
Total Workforce (Multicom Employees)	62
Contractors	1 - 6
Managers	12
Administration	8
Human Resources	1
Financial	2
Operational/Processing	24
Safety	1
Engineering & Scientific Design	15
Environment	2
Construction, Maintenance & Trades	13
Apprentices	1
Graduates/Undergraduates	10
Proportion of women	15 (~24%)
Proportion of Aboriginal or Torres Strait Islander Employees	To date, no staff have disclosed being Aboriginal or Torres Strait Islander
Proportion of employees from primary study area (Julia Creek and Richmond)	14
Proportion of employees from secondary study area (Mount Isa and Cloncurry)	1
Number of workers who have moved to Julia Creek	33
Proportion of DIDO	0
Proportion of FIFO	0

Multicom Resources does not employ FIFO (Fly-In-Fly-Out) or DIDO (Drive-In-Dive-Out) employees. All of our Saint Elmo workforce are permanent residents of Julia Creek. Employees who have relocated to Julia Creek are provided with company-funded housing in Julia Creek from their commencement date which is their permanent residence for the duration of their employment and relocate their personal belongings to this housing. The worker's activities during their time off are their personal responsibility and not subject to employer control or direction.

The first approach to talent attraction for the business is always through referrals from existing team members, leveraging their networks within the local and surrounding communities. Employees hired from within a 50km radius of Julia Creek are provided with a housing support incentive to assist with the costs of their existing housing. Next, an external recruiter specializing in regional and remote recruitment is engaged. Employees hired from outside the local community are provided with funding for their permanent relocation costs to Julia Creek.

The Multicom Employee Handbook is a comprehensive document that includes all HR policies relating to hours of work, leave, social media, health safety & welfare, workplace behaviour, employee benefits, whistleblower, bullying harassment & discrimination, equal opportunities, and drugs alcohol & smoking. Multicom provides a company-funded Employee Assistance Program (EAP) to all team members with access to confidential counselling and support for personal or work-related matters.

The Employee Handbook includes the Code of Conduct policy, which all employees are required to read and acknowledge upon commencement and annually thereafter. Leaders and Managers are responsible for monitoring conduct and addressing any breaches. To date, two incidents of breaches have occurred, both related to smoking outside designated break times.

The new employee details form requires individuals to provide their family name and residential address, as well as inquire whether they are of Aboriginal or Torres Strait Islander origin. To date, no employees have disclosed being of Aboriginal or Torres Strait Islander descent. As no employees have yet disclosed that they are of Aboriginal or Torres Strait Islander origin, no specific training has been implemented in relation to this. All employees, who now represent a broad range of multicultural backgrounds, are provided with a wide variety of training focused on enhancing their existing competencies and offering growth and development opportunities.

Multicom is committed to minimizing the impact of transportation in town, with safety as a top priority. Employees are transported to and from the site daily via a company bus, where possible. Select staff have access to a work vehicle or occasionally, a private vehicle if transportation is needed outside of bus schedules.

4.1 KEY IMPACTS, COMMITMENT OUTCOMES AND STATUS UPDATES FOR WORKFORCE MANAGEMENT

Key impacts and changes to the status of the Project commitments include the following:

- Since Project approval, Multicom has developed a recruitment hierarchy that prioritises local and regional recruitment and has a total current workforce of 62 employees
- Council has lost employees to the Project, which they were anticipating. Three Council people approached Multicom resources for employment and were employed, one of those people remains employed on the Saint Elmo Project.
- Multicom employs ten graduates/undergraduates and one apprentice and is in the process of recruiting for more apprenticeships
- Multicom is connected with Martyr Training Services, a registered Indigenous business on Supply Nation, and is looking for ways to support First Nations employment and procurement. Martyr have not proposed any potential employees. Conversations with people experienced in recruitment in Mount Isa indicate salaries and work hours do not compete with indigenous benefits available in the region.
- On the job training is provided to all staff and Multicom has utilised Julia Creek's Smart Hub to facilitate training opportunities
- Multicom has an in-effect Employee Handbook, a comprehensive Employee Assistance Program (EAP) and provides bus transportation from Julia Creek township to the Project site
- Stakeholders are anticipating an increase in non-local workforces as existing and proposed projects continue to develop in the McKinlay Shire and the surrounding region

5 HOUSING AND ACCOMODATION

Since Project approval, Multicom has purchased four residential houses in Julia Creek and rents a further three houses within the township. They have also purchased a residential lot from Council from a sub-division completed in 2021.

No Workforce Accommodation Village (WAV) will be constructed, as McKinlay Shire Council has previously indicated in meetings that they do not wish for this to occur. The four houses that have been acquired were purchased through auctions and private sales at fair market value. Many of these properties were in a dilapidated and uninhabitable condition, remaining on the market for extended periods. Multicom has acquired these run-down homes with the intention of carrying out restoration work to restore them to a liveable standard. All housing purchased by Multicom Resources to date has been unoccupied. The Council supports Multicom's plan to build additional new homes rather than build a WAV. New accommodation builds are planned to be erected in H1 2025.

Multicom will not disclose the location of employee housing to ensure confidentiality and safety. However, the number of dwellings, including those owned, rented, vacant land, and land under construction, is provided in **Table 3**.

Table 4 – Current Staff Housing: Owned, Rented and Vacant Properties

Owned/Rented/Vacant	Quantity	Status
Houses	4	• Owned/Occupied
	0	• Owned/Vacant/Undergoing renovations
	3	• Rented/Occupied
Units	0	• Owned/Occupied
	2	• Rented/Occupied
	0	• Vacant
Vacant Land	1	• Vacant
Other Land	1	• Under Construction

The houses are spread throughout the town and are provided to staff as their permanent residence for the duration of their employment. Rooms are not shared during time off. The houses are intended for staff as residential homes, and how they spend their time off is their personal choice and not for us to dictate.

The real estate market in McKinlay Shire remains tight, with minimal sales and rental properties available in a given 12-month period. Housing data is difficult to obtain, and key indicators suggest that little has changed overall since Project approval (refer to **Table 4**). An exception, not captured in the data, is that the majority of the ten lots from Council's 2021 sub-division have been developed for residential housing. Council has reported that housing prices have increased in the past three years, but that the cost of purchasing land is unchanged. Multicom Resources has consistently monitored rental prices in Julia Creek and, aside from a few outliers, has not observed a significant increase in accommodation costs during the 2024 calendar year. There are no vacant houses in Julia Creek that are in a liveable condition. Multicom Resources is currently in the process of renovating three of its four houses to improve their condition.

Multicom Resources supports the income of accommodation providers during periods of low occupancy from October to April, which is the hot season. We maintain weekly communication with accommodation providers and monthly contact with the McKinlay Shire Council. These regular touchpoints help assess the availability of accommodation in Julia Creek, allowing Multicom Resources to collaborate with all parties involved to ensure sufficient accommodation during festivals and the tourist season.

Multicom Resources has been engaged in ongoing discussions with the McKinlay Shire Council since 2021 regarding potential subdivision options in Julia Creek. These discussions continue to evolve. The proposed development of the Government's Copper String 2029 high-density construction worker camp has presented challenges in identifying an ideal site for Multicom Resources' subdivision. To support local homeowners, Multicom Resources offers incentives that allow them to upgrade their properties as desired. Additionally, discussions with the McKinlay Shire Council about suitable housing land locations have been held. Meetings to determine approved sites for new accommodation construction are scheduled for March 2025.

Table 5 – Key population and housing indicators, McKinlay Shire (2021 and 2024)

	Data as reported in the SIA or SIMP	Updated data for 2024
Population	<ul style="list-style-type: none"> Population in 2021 was 836 Between 2016 and 2021 McKinlay Shire saw 5% growth 	<ul style="list-style-type: none"> Population was 849 as of 30 June 2023 (0.8% growth rate from 2018-2023) Projected to be 626 as of 30 June 2046 (1.2% decrease over 25 years) (Treasury Office Regional Profile 2024)
Total Dwellings	<ul style="list-style-type: none"> 337 total private dwellings in 2021, with 85 being unoccupied 	<ul style="list-style-type: none"> Council reports that 8 new houses have been developed since 2021 as part of a 10 lot residential development
Rental Accommodation and Turnover	<ul style="list-style-type: none"> 2021 rented houses accounted for 62 (across all dwelling types) Number of rental bond lodgements for McKinlay Shire as of 30 June 2023 was 2 x 1 bed, 2 x 2 bed, 5 x 3 bed and 2x4 bed (11 in total) 	<ul style="list-style-type: none"> No change in number of rented dwellings Update to rental bond lodgement as of 30 September 2024 with 0 x 1 bed, 1 x 2 bed, 10 x 3 bed, 1 x 4 bed (12 total) (Treasury Office Regional Profile 2024)
Rental Prices	<ul style="list-style-type: none"> Median rent (3 bed) for 12 months to 30 June 2023 was \$285/week 	<ul style="list-style-type: none"> Median rent (3 bed) in the 12 months ending 30 September 2024 was \$290/week (Treasury Office Regional Profile 2024)
House Prices	<ul style="list-style-type: none"> Insufficient information on disclosed sales prices recorded for Julia Creek to enable a range to be provided; however, one disclosed sale price for a three-bedroom house was \$130,000 	<ul style="list-style-type: none"> Update from a SQM Research search shows a three bedroom property at 28 Byrne Street Julia Creek sold for \$184,000 on 10 July 2024 (SQM Research 2024) and one property at 27 Byrne Street Julia Creek was sold for \$130,000 on 10 July 2024 (Multicom Resources purchase)
Social Housing	<ul style="list-style-type: none"> As of 30 June 2020, McKinlay Shire had 7 Public Housing tenancies with all applications on the Housing Register having been assessed as having a high need for social housing 	<ul style="list-style-type: none"> No update available

Consultation with Council and key service providers (**Appendix B**) indicates that housing and rental availability remains a key issue for the Julia Creek community and is a major barrier to attracting and retaining key workers, including nurses, childcare educators and Council employees. Council has also noted the cumulative growth in housing demand that is expected from the development of other major projects in the region over the next two to five years and have estimated that an additional 250 workers will need to be accommodated in Julia Creek within the next two years. Development and construction costs in the McKinlay Shire remain very high.

5.1 KEY IMPACTS, COMMITMENT OUTCOMES AND STATUS UPDATES FOR HOUSING AND ACCOMMODATION

Key impacts and changes to the status of the Project commitments include the following:

- Since Project approval, Multicom has purchased four residential houses in Julia Creek and rents a further three houses. They have also purchased a residential lot from McKinlay Shire Council from a sub-division completed in 2021
- Council has lost several employees to the Saint Elmo Project, which they were anticipating. These employees owned existing properties in Julia Creek, resulting in Council having to find

additional employee accommodation to attract replacement staff. Council currently requires an additional ten accommodation units, but can currently only access funding to develop four

- Council has 40 hectares of freehold land to the west of the existing township that is available for subdivision. It is estimated that the CopperString 2032 Project will require approximately half of this land for its workforce accommodation; however, the balance of this land has potential for hundreds of blocks of residential land. Council does not have the funds to plan and develop this land and is currently looking at strategies to address this. Multicom will continue to participate in discussions with Council about long-term housing developments. A common understanding of our documented approach and presented at community forums exists between Multicom Resources and the McKinlay Shire Council. This agreed understanding has been reached and will continue to be developed as Julia Creek develops rather than continue to have a restrictive MOU in place. We have agreement to hold monthly meetings with the Council, which have been arranged
- There has been a loss in available short-term accommodation since the Project's inception. The major motel in Julia Creek was purchased by a construction company for its own use and the Top Pub has closed due to structural issues. One accommodation provider has been able to offset this loss to some extent by developing additional dongers and another has Council approval to develop an additional ten units. Short-term accommodation demand from contractors has increased as other projects develop in the region
- Multicom has revised its Workforce Housing and Accommodation Strategy. The planned development of a Workforce Accommodation Village (WAV) is no longer preferred as a primary accommodation strategy. Multicom's revised approach to workforce accommodation includes:
 - Housing currently owned /rented by Multicom
 - New house builds by Multicom
 - Self-provided accommodation (workers relocate to Julia Creek / surrounding areas)
 - House purchases /new builds within Julia Creek and surrounds
 - Rentals within the Juia Creek township and surrounding areas
 - Use of medium term accommodation available in Julia Creek
- Multicom Resources is dedicated to contributing to the long-term development of the Julia Creek community. In response to suggestions and support from the Council and many community members, we have revised our approach to provide new residential housing and workforce accommodation. Multicom Resources has ensured that we do not compete with local residents in the housing market, and we will continue to respect this commitment. All properties purchased by Multicom Resources have had no offers from individuals seeking to live in Julia Creek. Moving forward, we plan to construct new accommodation for future employees and have no intention of acquiring additional properties in Julia Creek.

Table 5 details the outcomes/results following the implementation of the housing and accommodation commitments made by Multicom in the Project SIMP for the reporting period.

Table 6 – Housing and accommodation commitments and outcomes / status

Commitments	KPIs (where relevant)	Outcomes / Status
Multicom will develop a WAV to support construction, and this will remain in place for operations. The WAV will accommodate non-local employees and only during their work roster, with those employees then returning to their place of residence during their off roster	Number of employees housed within WAV	<ul style="list-style-type: none"> At this stage the WAV is not being constructed, and accommodation needs will be monitored as construction ramps up
Multicom will rely upon rental housing to accommodate its 'New Local' workforce in the first two years of operations	Number of usable vacant dwellings	<ul style="list-style-type: none"> Multicom has purchased four residential homes and rental accommodation is currently in use for the initial construction workforce Multicom has also developed a "Live Local" policy to support and encourage relocation to Julia Creek where practical There are currently zero vacant dwellings suitable for occupation in Julia Creek
Multicom will work in partnership with McKinlay Shire Council to look at expanding the available housing stock in Julia Creek in the medium to longer term		<ul style="list-style-type: none"> Multicom is committed to building homes to support a residential workforce and discussions with Council will be ongoing to determine continued strategies for expanding on available housing stock
Multicom will continue to engage with accommodation providers to understand available supply and timing of vacancies, particularly during construction of the WAV, to ensure that Project demand does not impact on tourists and other visitors	Vacancy rates (%) in visitor accommodation	<ul style="list-style-type: none"> Monitoring of accommodation needs is ongoing. Currently, there is no additional needs for workforce accommodation Vacancy rates for short-term accommodation fluctuate depending on the day of the week and the season. Historically, vacancy rates during the summer season have been over 80%, but they are now estimated to average around 40%.
Multicom may facilitate the expansion and / or upgrade of existing facilities in collaboration with the owners of those facilities		<ul style="list-style-type: none"> Discussions with applicable facilities are ongoing
<p>In partnership with McKinlay Shire Council, Multicom will:</p> <ul style="list-style-type: none"> Establish a mechanism to track rental prices within Julia Creek and the surrounding townships Develop a register of houses available for sale or rent in Julia Creek Support Council to monitor house rental and sales prices 	<p>Rental availability (%)</p> <p>House purchase availability (%)</p> <p>Rental prices (med \$)</p> <p>House prices (med \$)</p>	<ul style="list-style-type: none"> Multicom tracks housing advertisements and monitors housing supply and affordability Multicom Resources has been in ongoing discussions with the McKinlay Shire Council since 2021 regarding subdivision options in Julia Creek. The proposed development of the Copper String 2029 high-density worker camp has complicated the identification of a suitable site for Multicom's housing. Discussions on suitable housing land have been held with the Council, with further meetings scheduled for March 2025 to finalize approved construction sites.
Work with McKinlay Shire Council to develop and implement options for housing developments and improvements, including:	Number of employees housed within housing outside of WAV	<ul style="list-style-type: none"> Multicom has purchased land for development Multicom has held community information sessions and engagement with stakeholders will be ongoing

Commitments	KPIs (where relevant)	Outcomes / Status
<ul style="list-style-type: none"> • Identification of potential development sites for integrated housing • Support Council to develop housing subdivisions as appropriate, and alongside any other forms of Government funding, concluding but not limited to, grants. • Measures to incentivise owners of vacant properties to improve or redevelop their sites, e.g. commitment to longer term leases following appropriate improvements having been made 	Provide McKinlay Shire Council with current and planned workforce demographics	<ul style="list-style-type: none"> • To incentivize locals, Multicom offers support for homeowners to upgrade their properties.

6 HEALTH AND COMMUNITY WELLBEING

Multicom is committed to ensuring the health, safety and wellbeing of its employees, contractors, stakeholders and the broader community throughout the life of the Project. In addition to the Project's comprehensive EAP, the Project has also developed a family friendly roster, whereby hours accommodate for employees with children of school age.

6.1 KEY IMPACTS, COMMITMENT OUTCOMES AND STATUS UPDATES FOR HEALTH AND COMMUNITY WELLBEING

Key impacts and changes to the status of the Project commitments include the following:

- The Julia Creek Multipurpose Health Service has been upgraded to a level 2 facility, which gives it additional capacity to hire nursing staff
- There is now a dedicated General Practitioner living in the Julia Creek community and servicing the community Monday to Friday
- Multicom has established a comprehensive EAP to support employees and their immediate families
- Multicom has completed an Emergency Response Plan (ERP) and Traffic Management Plan (TMP) and has discussed these plans with emergency services. A site visit was undertaken with a representative from the Julia Creek Ambulance Station in 2023
- Multicom has qualified first aiders on site and has an agreement for use of the ambulance service during emergencies
- The Julia Creek Police Station has just absorbed the McKinlay Division, which gives the station an additional officer but a larger area to police
- A new early learning centre is due for completion in February 2025. Capacity will increase to 40 in childcare and up to approximately 30 in Outside of School Hours Care (OSHC)
- No complaints have been received by Multicom in relation to air or noise
- Multicom has invested more than \$75,000 in community events in the reporting period, including supporting the Dirt n Dust Festival and the Artesian Express Race Day

Table 6 details the outcomes/results following the implementation of the health and community wellbeing commitments made by Multicom in the Project SIMP for the reporting period.

Table 7 – Health and Community Wellbeing commitments and outcomes / status

Commitments	KPIs (where relevant)	Outcomes / Status
Multicom will keep health, education and emergency services providers informed of Project updates, particularly changes in workforce demand and anticipated impacts	Number of workers who settle locally	<ul style="list-style-type: none"> • Engagement will be ongoing with healthcare and education service providers to monitor and inform about the Project's workforce numbers and anticipated impacts
Multicom will develop and implement a suite of policies and programs aimed at promoting a healthy and safe workforce and minimising workforce demand on local health services	Number of uses of healthcare services and Employee Assistance Programs Percentage of complaints satisfactorily resolved associated with health and emergency services, educational and childcare services	<ul style="list-style-type: none"> • Development of workforce health and safety strategies is ongoing. Multicom has a comprehensive EAP in place, which provides support to employees and their immediate families • Meetings with local health service providers to further enhance collaboration and manage workforce demands are expected to take place as construction activities ramp up

Commitments	KPIs (where relevant)	Outcomes / Status
During construction and operations, the Project will have an on-site medic available to assist in all medical emergencies and non-emergencies as required		<ul style="list-style-type: none"> Multicom has qualified first aiders on site and has an agreement for use of the Julia Creek ambulance during emergencies
Multicom will consider contributing funds to resource an extension of the existing GP service provided by North West Health in the event of the Project placing too much pressure on the existing level of service	Number of doctors per patient at local health care facilities	<ul style="list-style-type: none"> Meetings with local health service providers to further enhance collaboration and to understand service needs are expected to take place as construction activities ramp up
Multicom will work with emergency services providers and McKinlay Shire Council to develop an Emergency Response Plan (ERP) and related protocols for construction and operations phases of the Project	Number of Project related traffic incidents Percentage of complaints satisfactorily resolved associated with traffic management	<ul style="list-style-type: none"> To date, Multicom has not recorded any accidents Multicom has an ERP and TMP Discussions with emergency services on these plans have occurred A site visit was provided to a representative from Julia Creek Ambulance Service in 2023 Multicom is committed to further engagement with emergency services and the Local Disaster Management Group (LDMG)
Multicom will provide regular updates to Julia Creek State School and childcare services on employees relocating to Julia Creek and family composition to aid in capacity planning	Number of students per teacher at schools Number of available childcare spaces	<ul style="list-style-type: none"> Formal stakeholder engagement register is being developed; however, consultation undertaken to date indicates that teacher capacity across the State School and childcare services is currently adequate and the most significant issue facing these providers is finding accommodation to attract employees
Multicom will collaborate with Council to understand the patronage of existing services and where it is deemed that these services have capacity for increased demand, Multicom will encourage and / or support its workforce in using these services		<ul style="list-style-type: none"> Multicom employees currently use existing services and facilities within Julia Creek township Due to the current workforce profile, Multicom has not identified an existing need to investigate upgrades or support for expansion of existing facilities Impacts and demand on facilities and services providers will be monitored as construction ramps up
If existing facilities will be unlikely to handle the increased demand, the Company will consider the inclusion of a fully serviced gymnasium for use by the workforce, as well as an inground pool, at the WAV		
Where it is determined to be unfeasible to supply these facilities within the WAV, the Company will liaise with Council to provide the workforce with access to facilities already available in the community and consider necessary upgrades to these facilities to support the increase in patronage		
Prior to commencement of the Project, Multicom will develop a project specific Construction Environmental Management Plan (CEMP). This will be transitioned to an Operational Environmental Management Plan (OEMP) prior to commencement of operations	Number of dust monitoring exceedances as per Environmental Authority Approval Number of noise monitoring exceedances as per Environmental Authority Approval	<ul style="list-style-type: none"> No complaints were received from the community with regards to air quality or noise during the reporting period No exceedances of the adopted assessment criteria for total suspended particulates (TSP), sulphur dioxide (SO₂), PM₁₀ and PM_{2.5} or vanadium was reported during the reporting period

Commitments	KPIs (where relevant)	Outcomes / Status
	<p>Percentage of complaints satisfactorily resolved associated with environmental management</p>	<ul style="list-style-type: none"> During the reporting period, a total of nine exceedances of the dust deposition criteria were recorded across four monitoring events. It is important to note that two of these exceedances can be disregarded due to contaminated samples from insects and disturbances caused by cattle. Of the remaining seven exceedances, no mining activities were occurring at the time, and these exceedances can be attributed to natural environmental conditions, such as winds, dry conditions, and cattle activity, as the monitoring sites are located across two working cattle stations. Noise limits were exceeded on several occasions throughout the reporting period. However, it is important to note that these exceedances were primarily due to environmental background noise, and the low tolerance levels set in the Environmental Authority have contributed to frequent exceedances, particularly during nighttime periods. No noise has been attributed to mining activity. Additionally, the nearest sensitive receptor is currently uninhabited, meaning that the noise is not causing any immediate issues. The first annual noise quality report has been completed, and it recommends further investigation to adjust the noise limits in any future amendments to the Environmental Authority, to better account for elevated background noise levels. No noise or air quality complaints were received during the reporting period.
<p>Multicom, in collaboration with Council, will develop and implement a Community Sponsorship and Donations Program</p>	<p>Total value of community investments</p> <p>Number and type of community events, activities and programs funded</p>	<ul style="list-style-type: none"> To date, the total value of community investment has totalled > \$200 k (\$75 k in the reporting period) and Multicom has funded 12 events, activities and/or programs over the course of 2024 Recent engagement also recorded that Multicom's efforts to assist with post-weather event clean ups was appreciated by the community Multicom Resources' philosophy is to carefully manage its finances, ensuring transparency and accountability in how funds are allocated. We engage in discussions with community members, including the Council, to ensure that our contributions are directed towards reputable organizations that offer exceptional value both to the community and to Multicom Resources.

7 LOCAL BUSINESS AND PROCUREMENT

In the consultation undertaken in October and November 2024, Julia Creek was described by stakeholders as a ‘lively town’, where the shops are always open, and the people are hardworking. One change that has been noticed in town is the closure of the Top Pub, which was a hub for socialising for those who live in the township and on stations within the surrounding area.

Since the approval of the Project, the Julia Creek Smart Hub has opened in town. This hub is run by Council and provides a 24 hour, 7 days a week digital hub for the purpose of boosting local business capacity and providing access to modern technology. Multicom has been a user of this facility.

In line with the Project’s current status, Multicom has not engaged a major contractor for construction works. Multicom maintains an ongoing register of local businesses and suppliers and supports the community and local events where possible.

A register of opportunities will be published when Multicom Resources progresses to the construction phase of the full-scale plant, expected in 2026. This will include identification of Indigenous Businesses. Due to the pending patent on the refining process, confidentiality surrounding the Research and Development Plant has limited the release of public information at this stage.

7.1 KEY IMPACTS, COMMITMENT OUTCOMES AND STATUS UPDATES FOR LOCAL BUSINESS AND PROCUREMENT

Key impacts and changes to the status of the Project commitments include the following:

- Multicom maintains a business and supplier register and is committed to supplying this to a any major contractors who are engaged for construction works
- The Multicom Buy Local Policy is published on the Multicom Saint Elmo Project website and is provided at community presentations
- Advertising of procurement opportunities will occur as construction activities ramp up
- Multicom has established ongoing support from Martyr Training Services as a first step in supporting Indigenous Businesses

Table 7 details the outcomes/results following the implementation of the local business and procurement commitments made by Multicom in the Project SIMP for the reporting period.

Table 8 – Local business and procurement commitments and outcomes / status

Commitments	KPIs (where relevant)	Outcomes / Status
<p>Develop and maintain a register of local, regional and Indigenous businesses through collaboration with McKinlay Shire Council</p> <p>This register will be provided to all major contractors engaged on the Project</p> <p>This register will also be published on Multicom’s public website available at https://mcres.com.au/</p> <p>Any new local or regional businesses that wish to be added to the register can do so by emailing Multicom via the contact page on the public website</p>		<ul style="list-style-type: none"> • No major contractors have been engaged for the project to date, as Multicom Resources has been self-performing the work while adhering to the Buy Local plan. Should major contractors be involved in the next stages of construction, they will be required to follow the plan as well. • While the maintenance of a supplier and business register is ongoing Multicom holds these details, and they are not published on the Multicom website • A register of local, regional and Indigenous business will be published in 2025, contingent upon approval from the McKinlay Shire Council to feature it on their website.

Commitments	KPIs (where relevant)	Outcomes / Status
Create local and regional awareness of the Project's procurement opportunities through ongoing engagement with the business community, such as newsletters and community forums (refer to Community and Stakeholder Engagement Plan)		<ul style="list-style-type: none"> Further advertising of procurement opportunities will occur as construction ramps up
Publish the Buy Local Policy and Plan on McKinlay Shire Council's website		<ul style="list-style-type: none"> The Buy Local plan will be published in 2025, contingent upon approval from the McKinlay Shire Council to feature it on their website. The Buy Local Policy will also be published only on the Multicom Saint Elmo Project website
Focus on identifying Indigenous businesses in the Project's economic catchment area during the construction phase and engage Indigenous businesses in the construction supply chain		<ul style="list-style-type: none"> Multicom has established ongoing support from Martyr Training in Mount Isa Multicom is providing their support towards the Smart Hub initiative with ongoing membership and utilises the Hub for training programs
Identify Indigenous Businesses through the Black Business Register, Supply Nation and DWATSIPM		
Establish a target for Aboriginal and Torres Strait Islander business procurement on the project	As per the Commonwealth Government's target for the upcoming financial year, the target for awarding contracts to Indigenous businesses (volume based) is three percent (3%) of the total number of eligible contracts. Eligible contracts are defined as the number of public tenders advertised on Multicom's public webpage for the next financial year (2022-2023)	
Partner with Registered Training Organisations to provide local businesses with access to capacity building programs Local businesses and industries are also expected to benefit from the proposed Julia Creek Smart Hub being developed by McKinlay Council (Strategy 27 of the 2019-2026 McKinlay Community Plan) Multicom has provided its support for this initiative and will work closely with the Council and local businesses to ensure the Smart Hub and its associated facilities are made use of for the life of the project. This may include working with Registered Training Organisations (RTO) to run their training programs via the Hub and otherwise support the upskilling of and recruitment for local businesses		
Require all Major Contractors to comply with the Buy Local Plan, including alignment with this plan and the associated QRC Code of Practice Implementation Guideline (2013)		<ul style="list-style-type: none"> As Multicom Resources has been self-performing it has followed the buy local plan. If major contractors are involved in the next stages of construction they will be required to follow the plan.

8 CONCLUSION

Following the commencement of the Project's construction phase in October 2023, Multicom Resources has been steadily progressing with the development of the Saint Elmo Project. Key activities have included the development of a sediment basin, internal access tracks, and ongoing environmental monitoring. While a major contractor has not yet been awarded for large-scale construction works, this measured approach has been reflected in the company's workforce recruitment and engagement strategies.

In line with the Project's Social Impact Management Plan (SIMP), Multicom has made substantial progress in meeting its commitments across several areas, including:

- **Community and Stakeholder Engagement:** Continued active involvement with stakeholders, fostering relationships and supporting community events.
- **Workforce Management:** Prioritizing local and regional recruitment, with the implementation of a recruitment hierarchy that Favors workers from the Project's primary and secondary study areas.
- **Workforce Housing and Accommodation:** The purchase of four residential houses and the rental of three properties for workforce accommodation, as well as the purchase of one residential lot for future development, are key steps in addressing housing needs.
- **Health and Community Wellbeing:** The establishment of an Employee Assistance Program (EAP), family-friendly rostering, and transport provision from Julia Creek to the Project site, along with the completion of the Emergency Response Plan (ERP) and Traffic Management Plan (TMP).
- **Local Business and Procurement:** Continued support for local businesses through Multicom's Buy Local policy and engagement with local training providers to create employment pathways.

During the reporting period, Multicom has invested over \$75,000 in the Julia Creek community, supporting significant local events like the Dirt n Dust Festival and the Artesian Express Race Day. Furthermore, the company has utilized the Smart Hub for staff training and development and has collaborated with a range of local service providers to facilitate ongoing employment and training pathways.

Consultation with key stakeholders and a review of the social baseline data from the Social Impact Assessment (SIA)/SIMP have revealed several changes in the socio-economic environment within McKinlay Shire:

- An estimated 250 workers are expected to be accommodated in Julia Creek over the next two years due to the expansion of major projects in the region.
- There has been a noticeable increase in housing prices, though land prices have remained stable.
- Short-term accommodation availability has decreased.
- Significant community advancements include the upgrade of the Julia Creek Multipurpose Health Service to a level 2 facility, the completion of a new Early Learning Centre in February 2025, and the absorption of the McKinlay Police Division into the Julia Creek Police Station.
- One of the most pressing concerns identified by stakeholders is the ongoing difficulty in attracting and retaining staff for key services due to limited accommodation and housing options.

Multicom Resources has demonstrated a strong commitment to the long-term development of Julia Creek by supporting the community, addressing workforce needs, and working collaboratively with local stakeholders. The company remains dedicated to the continued improvement of housing, infrastructure, and employment opportunities as the project progresses.

8.1 FUTURE REPORTING

The next SIMR reporting period will be 30 October 2024 to 29 October 2025. The next reporting period will provide further updates to the SIMP commitments for the pre-construction and construction phase, as addressed in this SIMP, as well looking at progress made towards commitments for the pre-operations phase of the Project.

The assessment table provided in **Appendix B** will be updated in future reporting to provide a comprehensive overview of the relevant commitments and KPIs, relevant phase of the Project, and Multicom's progress towards achieving these commitments.

9 REFERENCES

Queensland Government, 2023, Queensland Critical Minerals Strategy, *Department of Resources*, https://www.resources.qld.gov.au/__data/assets/pdf_file/0005/1726430/critical-minerals-strategy.pdf

Queensland Treasury, 2024, Queensland Regional Profiles, *Queensland Treasury*, accessed 25 October 2024, <https://statistics.qgso.qld.gov.au/qld-regional-profiles>

SQM Research, 2024, Property, *SQM Research*, accessed 25 October 2024, https://sqmresearch.com.au/index_property.php

10 ACRONYMS

Acronym	Definition
DCCEEW	Department of Climate Change, Energy, the Environment and Water
DETSI	Department of Environment, Tourism, Science and Innovation
DWATSIPM	Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism
EA	Environmental Authority
EAP	Employee Assistance Program
EIS	Environmental Impact Statement
ERP	Emergency Response Plan
HPA	High Purity Alumina
Km	Kilometre
LDMG	Local Disaster Management Group
LGA	Local Government Area
MITEZ	Mount Isa to Townsville Economic Zone
ML	Mining Lease
OCG	Office of the Coordinator General
OSHC	Outside of School Hours Care
OWSF	Offsite Water Storage Facility
QPS	Queensland Police Service
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SIMR	Social Impact Management Report
TMP	Traffic Management Plan
V ₂ O ₅	Vanadium Oxide
WAV	Workforce Accommodation Village

APPENDIX A: ASSESSMENT TABLE

The following assessment table pulls together the commitments, KPIs where relevant, and status of commitments as per the key impact areas identified within each of the sub-management plans of the Project SIMP.

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
Workforce Management				
Local and Regional Employment Creation	<ul style="list-style-type: none"> Multicom Resources Limited (Multicom) will have a recruitment hierarchy that prioritises local and regional recruitment from Julia Creek and Richmond and the secondary Study Area communities of Mount Isa and Cloncurry 	Prior to commencement of Construction and Operations	<ul style="list-style-type: none"> Number of employees from McKinlay Shire Number of employees from Richmond, Cloncurry, Flinders and Mount Isa local government areas Number of employees moving to Julia Creek Number of employees on FIFO Percent of female employees 	<ul style="list-style-type: none"> Recruitment hierarchy has been established and platforms used for employment include the Multicom website and LinkedIn Multicom is linked with MITEZ and local partners for employment opportunities and agreements are in place with contractors. Community presentations undertaken for the purpose of employment are listed on Multicom's LinkedIn. The current workforce breakdown for this reporting period is provided in the SIMR Section 3.1.
Development and Training	<ul style="list-style-type: none"> Prior to Operations, Multicom will develop a detailed Training and Development Plan 	Prior to and during operations	Training / Development programs delivered	<ul style="list-style-type: none"> This is a future commitment and will be developed in line with the ongoing engagement being undertaken.
	<ul style="list-style-type: none"> Multicom will ensure its contractors provide reasonable opportunity for locals to gain necessary knowledge, skills and experience to be competitive in the labour market for the Project 	Prior to operations		<ul style="list-style-type: none"> This is a future commitment as a major contractor has yet to be awarded for the Project
Aboriginal and Torres Strait Islander Training and Employment	<ul style="list-style-type: none"> Multicom will develop and implement an Aboriginal and Torres Strait Islander Training and Employment Plan for operations. This Plan will include details of any work readiness initiatives and may also include complimentary skill development for other community benefit i.e. fire training, spill response, handling dangerous 	Prior to operations	Number of Aboriginal and Torres Strait Islander people receiving relevant training	<ul style="list-style-type: none"> While the plan is not yet established Multicom utilises the services of Martyr Training, a local registered Aboriginal training provider. On-the-job training is provided, and regular communication and mentoring are conducted with local contractors regarding site requirements and training needs

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
	goods etc. Multicom will liaise with DWATSIPM on developing work readiness initiatives			
	<ul style="list-style-type: none"> Multicom will establish a target for Aboriginal and Torres Strait Islander employment on the Project 		4 % of employees are of Aboriginal and Torres Strait Islander background	<ul style="list-style-type: none"> Multicom is working towards meeting this target as workforce requirements grow
	<ul style="list-style-type: none"> Develop and implement a Workforce Code of Conduct which applies to all employees of the Project 	Prior to operations	Number of breaches of code of conduct	<ul style="list-style-type: none"> An Employee Handbook has been developed for the Project and is provided to all employees Multicom is actively monitoring breaches against the Handbook
	<ul style="list-style-type: none"> Develop a Healthy Workforce Plan 	Operations	Number of uses of healthcare services and employee assistance programs provided by Multicom	<ul style="list-style-type: none"> Current actions towards healthy workforce planning include the implementation of Multicom's Employee Assistance Program (EAP) Hydration provisions to ensure staff stay hydrated while on site
	<ul style="list-style-type: none"> Buses will be utilised to transport people to and from the Project site to minimise local traffic and driver fatigue (Wave International 2018) 	Construction then ongoing		<ul style="list-style-type: none"> While some staff travel in private vehicles, a bus is provided on a daily basis
	<ul style="list-style-type: none"> Additionally, bus transport will also be provided between Julia Creek and neighbouring regional centres such as Cloncurry, Richmond and Mount Isa at the end of shift rotations (Wave International 2018) 	Construction then ongoing		<ul style="list-style-type: none"> Currently, workforce is located within Julia Creek and further transport options can be supplied when construction ramps up
	<ul style="list-style-type: none"> All construction workers who do not reside in Julia Creek will be accommodated in the Workforce Accommodation Village (WAV) that will be constructed as part of the Project 	Construction		<ul style="list-style-type: none"> In line with the current workforce profile, accommodation for the existing workforce is provided in Julia Creek township At this stage the workforce accommodation village (WAV) is not being constructed and accommodation needs will be monitored as construction ramps up
Workforce Integration	<ul style="list-style-type: none"> Multicom will work with McKinlay Shire Council to provide a 'Welcoming and Community Integration Process' for new Julia Creek employees and families 	Prior to operations		<ul style="list-style-type: none"> Process is not yet established, however, Multicom is committed to meeting with Council as the Project ramps up and non-local workforces are welcomed to Julia Creek
Workforce Housing and Accommodation				

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
Workforce Accommodation	<ul style="list-style-type: none"> Multicom will develop a WAV to support construction, and which will remain in place for operations. The WAV will accommodate non-local employees and only during their work roster, with those employees then returning to their place of residence during their off roster 	Prior to construction	Number of employees housed within WAV	<ul style="list-style-type: none"> The WAV is not being constructed as per Council preference and accommodation needs will be monitored as construction ramps up
Housing for 'New Local' Workforce	<ul style="list-style-type: none"> Multicom will rely upon rental housing to accommodate its 'New Local' workforce in the first two years of operations 	Prior to operations	Number of usable vacant dwellings	<ul style="list-style-type: none"> Multicom has purchased four residential homes and rental accommodation is currently in use for the initial construction workforce
	<ul style="list-style-type: none"> Multicom will work in partnership with McKinlay Shire Council to look at expanding the available housing stock in Julia Creek in the medium to longer term 	Prior to operations		<ul style="list-style-type: none"> Multicom has also developed a "Live Local" policy to support and encourage relocation to Julia Creek where practical
Short-term Accommodation Providers	<ul style="list-style-type: none"> Multicom will continue to engage with accommodation providers to understand available supply and timing of vacancies, particularly during construction of the WAV, to ensure that Project demand does not impact on tourists and other visitors 	Construction	Vacancy rates (%) in visitor accommodation	<ul style="list-style-type: none"> Monitoring of accommodation needs is ongoing. Currently, there is no additional needs for workforce accommodation
	<ul style="list-style-type: none"> Multicom may facilitate the expansion and / or upgrade of existing facilities in collaboration with the owners of those facilities 			<ul style="list-style-type: none"> Discussions with applicable facilities are ongoing
Housing Affordability	<p>In partnership with McKinlay Shire Council, Multicom will:</p> <ul style="list-style-type: none"> Establish a mechanism to track rental prices within Julia Creek and the surrounding townships Develop a register of houses available for sale or rent in Julia Creek Support Council to monitor house rental and sales prices 	Life of Project	Rental availability (%) House purchase availability (%) Rental prices (avg \$) House prices (avg \$)	<ul style="list-style-type: none"> Multicom tracks housing advertisements and monitoring housing supply and affordability

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
Long-Term Integrated Housing	<p>Work with McKinlay Shire Council to develop and implement options for housing developments and improvements, including:</p> <ul style="list-style-type: none"> • Identification of potential development sites for integrated housing • Support Council to develop housing subdivisions as appropriate, and alongside any other forms of Government funding, concluding but not limited to, grants. • Measures to incentivise owners of vacant properties to improve or redevelop their sites, e.g. commitment to longer term leases following appropriate improvements having been made 	Prior to Operations	<p>Number of employees housed within housing outside of WAV</p> <p>Provide McKinlay Shire Council with current and planned workforce demographics</p>	<ul style="list-style-type: none"> • Multicom has purchased land for development • Multicom has held community information sessions and engagement with stakeholders will be ongoing
Community Health and Wellbeing				
Community Infrastructure and Services Capacity	<ul style="list-style-type: none"> • Multicom will keep health, education and emergency services providers informed of Project updates, particularly changes in workforce demand and anticipated impacts 	Pre-construction and ongoing	Number of workers who settle locally	<ul style="list-style-type: none"> • Engagement will be ongoing with healthcare and education service providers to monitor and inform about the Project's workforce numbers and anticipated impacts
Health Services	<ul style="list-style-type: none"> • Multicom will develop and implement a suite of policies and programs aimed at promoting a healthy and safe workforce and minimising workforce demand on local health services 	Prior to operations	<p>Number of uses of healthcare services and Employee Assistance Programs</p> <p>Percentage of complaints satisfactorily resolved associated with health and emergency services, educational and childcare services</p>	<ul style="list-style-type: none"> • Development of workforce health and safety strategies is ongoing. Multicom has a comprehensive EAP in place, which provides support to employees and their immediate families • Meetings with local health service providers to further enhance collaboration and manage workforce demands are expected to take place as construction activities ramp up
	<ul style="list-style-type: none"> • During construction and operations, the Project will have an on-site medic available to assist 	Construction and operations		<ul style="list-style-type: none"> • Multicom has qualified first aiders on site and has an agreement for use of the Julia Creek ambulance during emergencies

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
	in all medical emergencies and non-emergencies as required			
	<ul style="list-style-type: none"> Multicom will consider contributing funds to resource an extension of the existing GP service provided by North West Health in the event of the Project placing too much pressure on the existing level of service 	Construction and operations	Number of doctors per patient at local health care facilities	<ul style="list-style-type: none"> Meetings with local health service providers to further enhance collaboration and to understand service needs are expected to take place as construction activities ramp up
Emergency Services	<ul style="list-style-type: none"> Multicom will work with emergency services providers and McKinlay Shire Council to develop an Emergency Response Plan (ERP) and related protocols for construction and operations phases of the Project 	Pre-construction	Number of Project related traffic incidents Percentage of complaints satisfactorily resolved associated with traffic management	<ul style="list-style-type: none"> To date, Multicom has not recorded any accidents Multicom has an ERP and Traffic Management Plans. Discussions with emergency services on these plans have occurred A site visit was provided to a representative from Julia Creek Ambulance Service in 2023 Multicom is committed to further engagement with emergency services and the LDMG
Education and Childcare Services	<ul style="list-style-type: none"> Multicom will provide regular updates to Julia Creek State School and childcare services on employees relocating to Julia Creek and family composition to aid in capacity planning 	Pre-construction and construction	Number of students per teacher at schools Number of available childcare spaces	<ul style="list-style-type: none"> Formal stakeholder engagement register is being developed, however, consultation undertaken to date indicates that teacher capacity across the State School and childcare services is currently adequate and the most significant issue facing these providers is finding accommodation to attract employees
Recreation Facilities	<ul style="list-style-type: none"> Multicom will collaborate with Council to understand the patronage of existing services and where it is deemed that these services have capacity for increased demand, Multicom will encourage and / or support its workforce in using these services 	Pre-construction		<ul style="list-style-type: none"> Multicom employees currently use existing services and facilities within Julia Creek township Due to the current workforce profile, Multicom has not identified an existing need to investigate upgrades or support for expansion of existing facilities Impacts and demand on facilities and services providers will be monitored as construction ramps up
	<ul style="list-style-type: none"> If existing facilities will be unlikely to handle the increased demand, the Company will consider the inclusion of a fully serviced gymnasium for use by the workforce, as well as an inground pool, at the WAV 	Pre-construction		

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
	<ul style="list-style-type: none"> Where it is determined to be unfeasible to supply these facilities within the WAV, the Company will liaise with Council to provide the workforce with access to facilities already available in the community and consider necessary upgrades to these facilities to support the increase in patronage 	Construction and operations		
Environmental Management	<ul style="list-style-type: none"> Prior to commencement of the Project, Multicom will develop a project specific Construction Environmental Management Plan (CEMP). This will be transitioned to an Operational Environmental Management Plan (OEMP) prior to commencement of operations 	Pre-construction	<p>Number of dust monitoring exceedances as per Environmental Authority Approval</p> <p>Number of noise monitoring exceedances as per Environmental Authority Approval</p> <p>Percentage of complaints satisfactorily resolved associated with environmental management</p>	<ul style="list-style-type: none"> No complaints were received from the community with regards to air quality or noise during the reporting period No exceedances of the adopted assessment criteria for total suspended particulates (TSP), sulfur dioxide (SO₂), PM₁₀ & PM_{2.5} or vanadium was reported during the reporting period During the reporting period, a total of nine exceedances of the dust deposition criteria were reported across four monitoring events Noise limits were regularly exceeded throughout the reporting period. The location of noise monitoring equipment was constrained by the availability of a reliable electricity source, and as such was undertaken in proximity to continuously operational equipment (diesel generators). The collected data is not considered representative of noise levels as they would be observed at a sensitive place or commercial place as stipulated within the EA.
Community Investment	<ul style="list-style-type: none"> Multicom, in collaboration with Council, will develop and implement a Community Sponsorship and Donations Program 	Prior to operations	<p>Total value of community investments</p> <p>Number and type of community events, activities and programs funded</p>	<ul style="list-style-type: none"> To date, the total value of community investment has totalled > \$200 k (\$75 k in the reporting period) and Multicom has funded 12 events, activities and/or programs over the course of 2024 Recent engagement also recorded that Multicom's efforts to assist with post-weather event clean ups was appreciated by the community
Buy Local Plan				
Local Business Opportunities	<ul style="list-style-type: none"> Develop and maintain a register of local, regional and Indigenous businesses through collaboration with McKinlay Shire Council 	Pre-construction		<ul style="list-style-type: none"> No major contractors have been engaged for the Project to date While the maintenance of a supplier and business register is ongoing Multicom holds these details and they are not published on the Multicom website

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
	<ul style="list-style-type: none"> This register will be provided to all major contractors engaged on the Project This register will also be published on Multicom's public website available at https://mcre.com.au/ Any new local or regional businesses that wish to be added to the register can do so by emailing Multicom via the contact page on the public website 			
	<ul style="list-style-type: none"> Create local and regional awareness of the Project's procurement opportunities through ongoing engagement with the business community, such as newsletters and community forums (refer to Community and Stakeholder Engagement Plan) 	Pre-construction		<ul style="list-style-type: none"> Further advertising of procurement opportunities will occur as construction ramps up
	<ul style="list-style-type: none"> Publish the Buy Local Policy and Plan on McKinlay Shire Council's website 	Pre-construction		<ul style="list-style-type: none"> The Buy Local Policy is published only on the Multicom Saint Elmo Project website
Indigenous Businesses	<ul style="list-style-type: none"> Focus on identifying Indigenous businesses in the Project's economic catchment area during the construction phase and engage Indigenous businesses in the construction supply chain 	Pre-construction		<ul style="list-style-type: none"> Multicom has established ongoing support from Martyr Training in Mount Isa. Multicom is providing their support towards the Smart Hub initiative with ongoing membership and utilises the Hub for training programs
	<ul style="list-style-type: none"> Identify Indigenous Businesses through the Black Business Register, Supply Nation and DWATSIPM 	Pre-construction		
	<ul style="list-style-type: none"> Establish a target for Aboriginal and Torres Strait Islander business procurement on the project 	Pre-construction	As per the Commonwealth Government's target for the upcoming financial year, the target for awarding contracts to Indigenous businesses (volume based) is three percent (3%) of the total	

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
			number of eligible contracts. Eligible contracts are defined as the number of public tenders advertised on Multicom's public webpage for the next financial year (2022-2023)	
Local Business Capability	<ul style="list-style-type: none"> Partner with Registered Training Organisations to provide local businesses with access to capacity building programs Local businesses and industries are also expected to benefit from the proposed Julia Creek Smart Hub being developed by McKinlay Council (Strategy 27 of the 2019-2026 McKinlay Community Plan) Multicom has provided its support for this initiative and will work closely with the Council and local businesses to ensure the smart hub and its associated facilities are made use of for the life of the project. This may include working with Registered Training Organisations (RTO) to run their training programs via the Hub and otherwise support the upskilling of and recruitment for local businesses 	Pre-construction and ongoing to operations		
Barriers to Entry	<ul style="list-style-type: none"> Require all Major Contractors to comply with the Buy Local Plan, including alignment with this plan and the associated QRC Code of Practice Implementation Guideline (2013) 	Pre-construction and ongoing to operations		<ul style="list-style-type: none"> No major contractors have been awarded to date; however, compliance will be required once a contract is awarded
Community and Stakeholder Engagement				
Community and Stakeholder Engagement	<ul style="list-style-type: none"> Establish detailed Community and Stakeholder Engagement Plan 	Pre-construction		<ul style="list-style-type: none"> While the development of a formal Community and Stakeholder Engagement Plan is ongoing, Multicom

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
				undertakes engagement at least once a year and informally as needed
	<ul style="list-style-type: none"> Establish project website and ongoing communication protocols with key stakeholders 			<ul style="list-style-type: none"> The Multicom website has a dedicated project page for the Saint Elmo Project
	<ul style="list-style-type: none"> Establish ongoing communication protocols to provide advanced notice to relevant stakeholders of construction and operational activities with potential for disturbance, particularly directly affected landholders and near neighbours 			<ul style="list-style-type: none"> Project updates are issued publicly on LinkedIn and to Council; however, construction activities to date have been limited, and notifications will be ongoing as construction ramps up
	<ul style="list-style-type: none"> Establish agreements with state and local government agencies 		Number and type of engagement activities conducted	<ul style="list-style-type: none"> Discussions are ongoing to formalise any agreements
	<ul style="list-style-type: none"> Undertake further consultation with McKinlay Shire Council and service providers regarding potential project impacts on primary healthcare, education services, childcare and housing 		Number of attendees / participants	
			Number and type of enquiries	<ul style="list-style-type: none"> As per the engagement undertaken for this SIMR
	<ul style="list-style-type: none"> Develop a complaints management process and register / database 		Number and type of complaints	<ul style="list-style-type: none"> Multicom advertises the info@mcres.com.au email address as an avenue for receiving complaints and queries for the Project While a formal register is still being developed a process for handling complaints is in place
	<ul style="list-style-type: none"> Conduct workshops with emergency service providers to identify project risks and management / response measures 		% complaints resolved	
	<ul style="list-style-type: none"> Establish protocols for communication and information transfer with Police and emergency services 			<ul style="list-style-type: none"> Meetings with stakeholders are ongoing, and to date one complaint was made via phone call and this was addressed immediately Multicom is working with TAFE Queensland and also holds monthly meetings with Department of State Development, Infrastructure and Planning (Mount Isa office) and the OCG A site visit was held with QAS in 2023 Community events/conferences have been held, though it is noted that community attendance is low
	<ul style="list-style-type: none"> Consult with DWATSIPM to establish plans and targets for training and employment and business procurement 			

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
	<ul style="list-style-type: none"> Hold pre-construction business briefings and tendering information workshops 			
	<ul style="list-style-type: none"> Establish monitoring and reporting framework 			<ul style="list-style-type: none"> Based on community feedback and attendance at events/conferences This framework will be formalised with the implementation of the Community and Stakeholder Engagement Plan
Community and Stakeholder Engagement	<ul style="list-style-type: none"> Implement community and stakeholder engagement plan for construction 	Construction		<ul style="list-style-type: none"> These items are ongoing and will be prioritised as the Project's construction phase ramps up
	<ul style="list-style-type: none"> Regular communication with directly affected landholders and near neighbours 			
	<ul style="list-style-type: none"> Timely communication with health and education service providers of project ramp-up timing and changes in workforce numbers 			
	<ul style="list-style-type: none"> Maintain and promote Project communication lines and website, including complaints management process 			
	<ul style="list-style-type: none"> Provide regular project updates via social media, print media and website 			
	<ul style="list-style-type: none"> Maintain complaints management process and database 			
	<ul style="list-style-type: none"> Implementation of Indigenous participation strategies 			
	<ul style="list-style-type: none"> Liaise with health, education, and childcare providers re. changes in workforce numbers 			
	<ul style="list-style-type: none"> Liaise with Council regarding housing availability and management 			
	<ul style="list-style-type: none"> Participate in Regional Industry Network forums 			
	<ul style="list-style-type: none"> Conduct pre-operations tender readiness workshops and local / regional business briefings 			<ul style="list-style-type: none"> Not currently relevant

APPENDIX B: CONSULTATION OUTCOMES

Table 1. Consultation Outcomes 2021 and 2024

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
Queensland Police Service 4 November 2024	<ul style="list-style-type: none"> Fatigue management <ul style="list-style-type: none"> Having a workable fatigue management policy / plan Having the plan enforced and monitored by supervisors Emergency response planning <ul style="list-style-type: none"> Need time to get services together and do this properly Heavy haulage – communications / notifications Need to also work in with the Local Disaster Management Group Information was provided about relevant conditions and commitments that the SIMP is responding to: <ul style="list-style-type: none"> Use of buses to transport workers Communication protocols for delivery of equipment and plant to site Driver education and journey management plans Fatigue management policy / plan Joint emergency response planning and incident management protocols 	<ul style="list-style-type: none"> Resourcing <ul style="list-style-type: none"> Technically a 2-person station but about to absorb additional position from McKinlay Division, which is closing This means a much bigger area to Police, plus Kynuna, which is currently unstaffed Changes in the Community <ul style="list-style-type: none"> Some growth in town – there are new houses and new ones planned for construction QPS is getting busier as an organisation Busier, calls for service have increased, for incidents such as: <ul style="list-style-type: none"> Increase in public nuisance offences – mainly around events Road policing and traffic is at the forefront, with two major highways in the Division <ul style="list-style-type: none"> Vehicle incident - fatigue is a major issue Truck rollover 2 weeks ago Drug related traffic crash in September Highways are not in the greatest condition – black soil and narrow highways plus a lot of road trains Increase around tourist season – caravanners and holidayer's grey nomads
Julia Creek Ambulance Station 20 November 2024	<ul style="list-style-type: none"> QAS has two vehicles in Julia Creek Only one is on shift at any time For critical incidents, a member of the Ambulance Committee or the Auxiliary Fire Service will drive the ambulance so the officer can provide patient care COVID patients pose a potential risk to services capacity if attending personnel are forced to quarantine after exposure Information was provided about relevant conditions and commitments that the SIMP is responding to: <ul style="list-style-type: none"> Provision of an on-site medic and basic health facilities 	<ul style="list-style-type: none"> No considerable change to the capacity for the station – still a single officer response, except Thursday's when there are two officers on shift The development of Projects such as Multicom have not had any significant impact on QAS operations to date No other changes in the community or broader region that has impacted on response numbers A site visit at Saint Elmo was undertaken with the previous Officer in Charge

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
McKinlay Shire Multi-Purpose Health Service 7 November 2024	<ul style="list-style-type: none"> • Training of first responders • Joint emergency response planning and incident management protocols <ul style="list-style-type: none"> • There are currently five Registered Nurses (RN) in town • COVID has contributed to staff shortages • Housing supply is an issue for attracting and retaining staff • Acute patients cannot be kept at the hospital overnight <ul style="list-style-type: none"> • Must be flown out by RFDS to Mt Isa • Only 1 plane for the whole region • GP services are limited <ul style="list-style-type: none"> • 3 days per week • The doctor is now employed through North West Health • Concerned about the impact of a mining workforce on GP and other health services • Information was provided about relevant conditions and commitments that the SIMP is responding to: <ul style="list-style-type: none"> • Provision of an on-site medic and basic health facilities • Potential to work with hospital / GP to develop additional services for employees • Training of first responders • Joint emergency response planning and incident management protocols • Employees and contractors to address all minor health issues prior to commencement of shift roster • Ongoing communications and updates on changes to workforce numbers and timing 	<ul style="list-style-type: none"> • Service was downgraded to a Level 1 facility during COVID, however is now Level 2 with a General Practitioner (GP) who lives in community and works Monday to Friday <ul style="list-style-type: none"> • GP not always available on weekends, and the facility still relies on telehealth • Facility working to increase staff for current population, not accounting for projected growth • Currently have two nurses per shift • Funding for four beds in aged care and two inpatient beds • Current issue in recruitment is finding accommodation for new healthcare recruits • There is accommodation available on site, and the health service rents two houses from council. There is also two government employment housing • Noted it is difficult to fund equipment (e.g. currently raising funds for a bladder scanner) and support in this is appreciated • Interest expressed in learning more about anticipated workforce ramp up and Multicom's policy around workers presenting to the Service, especially in after hours <ul style="list-style-type: none"> • There is no GP on call after 10pm so patients are seen to via telehealth • North West Health pays for a certain number of consults overnight, so knowing Project schedules will be important for future planning. Multiple presentations provided and the service is getting busier • Cloncurry Director of Nursing recently expressed that they have seen less presentations from Julia Creek, which is a reflection of increased service offering as a Level two provider <ul style="list-style-type: none"> • Noticed an increase in drug related problems • No nurses are first responders • Closure of the main pub means there is limited choices for the community which has affected community morale • Noted that employment within the mining industry leaves council positions open

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
Julia Creek State School 13 November 2024	<ul style="list-style-type: none"> • Prep to year 6 • Enrolments currently fluctuate between 40 – 55 • To attract an additional teacher resource requires a minimum enrolment of 53 at the beginning of the school year • There is physical capacity to take an additional 60 enrolments without requirements for new buildings • Staffing <ul style="list-style-type: none"> • Accommodation supply is major constraint on attracting staff • Staff currently on three year transfer cycles • School currently has access to a Principal's house plus a set of duplexes (Dept of Ed. Housing) • One teacher lives in a private rental • The private rental lease runs out in March and is not being renewed – no immediate alternative accommodation options • If the school was at full capacity, it would require an additional 2 teachers, 2 teacher's aides and an additional cleaner • Teachers' aides have been difficult to attract through border restrictions • Access to medical services for children is already an issue – concerned about any increased demand from a new workforce. • Many children are on a waitlist to see specialists, such as a speech pathologist 	<ul style="list-style-type: none"> • Noted the cost of groceries within town. The hospital sources some items from the local grocers (milk, eggs and bread) but outsources all other materials • Prep to Year 6 for Primary School (Julia Creek State School) <ul style="list-style-type: none"> • 2024 Enrolment - currently 36 students (began the year with 41 students) with seven year 6 students graduating • 2025 Enrolment - 10 Preps starting enrolment remaining stable with 38 students • In 2025 the school is supporting a third teacher to allow for the increase in Prep numbers, however this is unsustainable, and will only be for 12 months unless enrolments reach 53 students • Years 7-10 – students attend Julia Creek Learning Facility (McKinlay Council, Mount Isa School of the Air) and can have up to ten students learning online. The predicted enrolment for 2025 is eight students • There is still physical capacity to take an additional 60 enrolments without requirements for new buildings • Staffing <ul style="list-style-type: none"> • Accommodation supply is still a major constraint on attracting staff • Transfer cycles no longer three years – now considered 'rolling cycles' and can occur at anytime • School has access to a Principal's house, as well as a set of duplexes (Department of Education Housing). There is scope and land available for another duplex, however enrolment numbers would need to increase and be sustained • All teachers, with the exception of one, live in Department housing • Current staffing level is good and capable of sustaining larger numbers • Still difficult to attract teacher aides to remote area unless already living in the area and available • Increased growth allows for more services to be available in Julia Creek. Access to medical services is currently adequate, however could have more availability if growth occurs • Currently have access to Education QLD speech therapist, occupational therapist and psychologists.

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
		<ul style="list-style-type: none"> • Have access to remote health services, and students are well supported. More growth would allow for more access to face-to-face services – which are currently access a lot online • Noted that Multicom had been acknowledged at a recent LDMG meeting for assistance with storm clean up • The school would be eager to establish a communication channel with Multicom for regular consultation and discuss what support Multicom can provide to the school • Have spoken previously with Critical Minerals Office Queensland • Believes that families need to be the key, and that the focus should be on encouraging families to relocate to Julia Creek
McKinlay Shire Council 31 October 2024	<ul style="list-style-type: none"> • This was a general conversation and update on the scope of the SIMP and management plans, and the range of conditions set by the Coordinator General and commitments made by Multicom • Questions were raised about the range of potential impacts on local service providers and how these have been covered off through other meetings • The Councillors provided some information on the state and dynamics of housing supply in town: <ul style="list-style-type: none"> • There is little vacant housing that is suitable for rental • A number of better-quality vacant houses are owned by property owners who preserve them for use when staying in town • Also demand from long-term families whose children have matured and want to buy a place of their own • Also ex-residents returning to town as adults • There is also a shortage of industrial land which is constraining business expansion and / or new contractors wanting to set up an operation in town • Council has completed sale of the 10 blocks from its stage 1 subdivision development <p>Stage 2 is planned, but requires external fundings support for development</p>	<p>Workforce Housing and Accommodation:</p> <ul style="list-style-type: none"> • Multicom have purchased block of land from Council with intent of building accommodation for mine staff. This is a single acre block, which can easily accommodate two houses • Have also purchased four existing local houses, and renting three • Using one of the residences as office space <p>Changes in housing availability and affordability in Julia Creek:</p> <ul style="list-style-type: none"> • Prices have increased in response to the Project, however the price of vacant land hasn't increased • Indications of private investment in housing stock • Some people have looked at whether they can accommodate a second dwelling on their lots, however this is limited at this stage <p>Longer term plans to increase housing supply – are there any further land releases planned?</p> <ul style="list-style-type: none"> • Council has 40 ha of freehold land to the west of existing township • CopperString will likely take half, but the balance has potential for hundreds of blocks of land, however this is currently too expensive for Council to develop. For example, it costs ~\$50 to \$60 K per block to develop but they typically only sell for 20K • In early December, Critical Minerals Office is hosting a forum in Townsville on land development and they have a budget of ~\$75M • Council will attend and request assistance with master planning the site and offsetting the costs of land development • Important to note that infill development in the Julia Creek township is exempt development (i.e. owners can build a second dwelling on an existing property without requiring a subdivision approval)

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
		<ul style="list-style-type: none"> There is a lot of potential to increase housing supply through infill development alone <p>Are you aware of other Projects in the area that are placing demands on local housing and / or short-term accommodation?</p> <ul style="list-style-type: none"> Council is talking to other companies as it has been identified that ~250 people will need to be housed in Julia Creek in next two years and ~800 people in the next five years CopperString Project will require a 220-person camp An Italian company also plans to bring a construction workforce of ~450 people to Julia Creek Short-term Accommodation: <ul style="list-style-type: none"> Julia Creek Motel – brought by a construction company a few years ago and only leave half a dozen rooms available for general bookings Drovers Dog – have approval for another ten rooms Tradies Way – currently has the most rooms in town (28 rooms – donger style) Demand from projects/contractors includes Roadtec, Qld Rail, Ergon and vanadium proponents NBN also currently in town Caravan park –90% occupancy for most of the year <p>Update on the new childcare centre:</p> <ul style="list-style-type: none"> As per interview notes with the Early Learning Centre Director Childcare centre cost \$8.5M – Council has contributed \$2M, about half a year's worth of rates revenue <p>Any new businesses or services that have established in Julia Creek?</p> <ul style="list-style-type: none"> Closure of the Top Pub – double story timber building, structurally unsound New industries – intensive agriculture has taken off Cotton is going gang busters AA Co (multinational) – producing chickpeas and sorghum and have plans to expand Council is looking to buy and develop industrial land close to town <p>Notable changes in demographics, such as new families moving to town?</p>

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
		<ul style="list-style-type: none"> None noted <p>Impacts on Council</p> <ul style="list-style-type: none"> Some impacts from loss of staff to Multicom, however this was expected Have lost three staff members who had their own homes in town. This leaves Council needing to find additional housing to fill vacancies, as this is the expectation of attracting someone from outside the region Council needs an additional ten units, but can only access funding for four at the moment Its critical to have housing for staff <p>Other</p> <ul style="list-style-type: none"> Council is fully supportive of development within the Shire, however, do not want companies upsetting the existing community values Water is not an issue (artesian – not treated) Sewerage – modular system, very easy to add additional modules (Xylem Plant)
Julia Creek Early Learning Centre 24 October 2024	<ul style="list-style-type: none"> Current capacity is 21 places 12 months to school age 8.30am – 5.30pm There is no after school or vacation care offered Centre is at full capacity for three days per week (i.e. there is no capacity to provide full care for any additional enrolments) Overall centre utilisation has been at 80-85% the past three years There are plans for expansion at a new site behind the oval This would allow space for more children but also the addition of placements for babies <ul style="list-style-type: none"> 96 places in total 45 places for childcare – the rest for after school care There is demand for a minimum of 20 after school places – more for vacation care The centre is currently looking for a qualified teacher for the Kindy Program 	<ul style="list-style-type: none"> Current capacity is 21 places Operating between 8.30am – 5pm New childcare centre is due for completion in February 2025 with a capacity of up to 40 in childcare and up to ~ 30 in the OSHC There is OSHC offered at the moment run by Council sport and recreational officer Centre utilisation is currently at 90 % but offering longer hours – five days per week Staffing is currently a challenge to retain but sufficient to keep running. Trouble getting casuals for sick staff Access to housing is still an issue. A couple of duplexes are being built by Council and potentially more to be built in the future Julia Creek is currently a lively town, shops always open, Multicom resources are present at events

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
	<ul style="list-style-type: none"> • Attracting staff is difficult due to COVID border restrictions • Access to housing is also a barrier. Council has had to expand its housing eligibility to lower level roles to attract workers to relocate to Julia Creek • The planned new centre is currently in the design phase • A staged approach is planned for its development. • Funding is required. Building Better Regions Funding is a potential source 	
Julia Creek Fire Station 1 November 2024	<ul style="list-style-type: none"> • Capabilities <ul style="list-style-type: none"> • Julia Creek is an auxiliary station and sits in the middle of the Western Command (Isa to Hughenden) • There are three auxiliary trained officers in Julia Creek • 1 Fire Truck (urban spec'd, not rural fire truck) • SES has additional equipment – 4WD, rescue trailer and flood boat • There is HAZMAT capability at either end of the Command • It would take a good 20 min to reach the St Elmo Site • 1 1/2 hrs for Cloncurry service to provide back up • Over 3hrs for back up from Mt Isa • Key issues / concerns / expectations <ul style="list-style-type: none"> • Site management and controls are critical • The site must provide first response whether for acid spills or fires (including grass fires) • Very keen to be involved in joint emergency response planning • Need to start planning early to allow sufficient lead time for completion before construction begins • Start with detailed mapping and desktop scenarios 	<ul style="list-style-type: none"> • Engagement <ul style="list-style-type: none"> • Haven't received any updates on construction timing • Would like to organise a joint emergency services visit to the site and to receive a site map • Have also committed to looking at things such as COVID screening and risk assessments (haul road routes) for the Project • Last formal discussion with Multicom, they agreed to implement the Emergency Plus app for all staff straight away. Easy win until detailed planning completed • Informal discussion with CEO re. opportunities for rural fire training have been positive • Capacity <ul style="list-style-type: none"> • Station capacity hasn't changed • Still two auxiliary officers – another undergoing training • Last ten out of 13 road crashes we have attended have been drug or alcohol related (people travelling through) • Fatigue is a major issue • Highway is in worst condition we have seen it • LDMG meeting last Monday. Two or three cotton farms in the Shire which have large amounts of chemicals stored on site. Concerns have been raised about monitoring and response • Community changes <ul style="list-style-type: none"> • Town is the best it's been in years for local businesses • Physical environment is looking a bit fatigued

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
	<ul style="list-style-type: none"> Need warning to ensure the right people are at the table. e.g. the inspectorate from the Western Command and subject experts from Townsville QFAS Other <ul style="list-style-type: none"> There is an MOU between QFAS and QAS QFAS provides a driver as required for serious incidents / retrievals Covid presents a big risk to service capacity Retrieving a covid positive patient could result in the temporary loss of two emergency services workers through mandatory isolation Covid monitoring for construction and operations workforces is critical Information was provided about relevant conditions and commitments that the SIMP is responding to: <ul style="list-style-type: none"> Provision of an on-site medic and basic health facilities Training of first responders Joint emergency response planning and incident management protocols 	