Social Impact Management Report

Saint Elmo Project

26 November 2024

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Date	Document Version	Changes	Approver Name & Title	Approver Signature

1   INTRODUCTION

1.1 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 8 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 8, 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

1.2 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 1-1) 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.
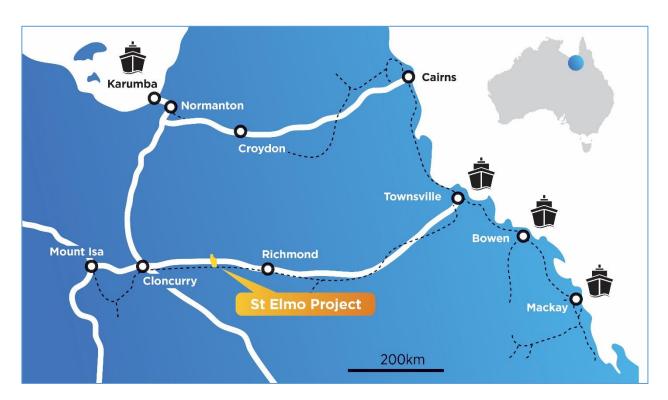

Figure 1-1: Project Location

1.3 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.

Multicom currently employs a total of 48 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.

2 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 basin 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

2.1 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 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 1. Community and stakeholder engagement commitments and outcomes / status

Commitments	KPIs (where relevant)	Outcomes / Status
Establish detailed Community and Stakeholder Engagement Plan		○ While the development of a formal Community and Stakeholder Engagement Plan is ongoing, Multicom undertakes engagement at least once a year and informally as needed
Establish project website and ongoing communication protocols with key stakeholders		○ 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	Number and type of engagement activities conducted Number of attendees / participants	○ 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
Establish agreements with state and local government agencies		○ 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	Number and type of enquiries Number and type of complaints	○ As per the engagement undertaken for this SIMR
Develop a complaints management process and register / database	% complaints resolved	○ 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
Conduct workshops with emergency service providers to identify project risks and management / response measures		○ Meetings with stakeholders are ongoing, and to date one complaint was made via

Commitments	KPIs (where relevant)	Outcomes / Status
Establish protocols for communication and information transfer with Police and emergency services		phone call and this was addressed immediately
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		• 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
Hold pre-construction business briefings and tendering information workshops		• 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 monitoring and reporting framework		• 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
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		• These items are ongoing and will be prioritised as the Project's construction phase ramps up
Maintain complaints management process and database		
Implementation of Indigenous participation strategies		
Liaise with health, education, and childcare providers regarding changes in workforce numbers		
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		• Not currently relevant

3 WORKFORCE MANAGEMENT

The Project currently employs a total of 48 employees across both McKinlay Shire and Brisbane locations, inclusive of persons directly employed by Multicom and contactors/consultants. Those residing in Julia Creek are in residential properties, rentals or local accommodation. 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 12 months, eight employees have come from local businesses or organisations, with six 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.

Consultation undertaken with Council (**Appendix B**) reports that they have lost several employees to the Project, though Council notes that this was an anticipated impact. 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.

3.1 WORKFORCE PROFILE

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

Table 2. Workforce Profile

Indicator	Number or Proportion
Total workforce	48
Proportion of women	14 (or ~29 percent)
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*	8
Proportion of employees from secondary study area**	2
Proportion of DIDO	0
Proportion of FIFO	0
*Where the primary study area includes employees from Julia Creek and Richmond	
**Where the secondary study area includes employees from Mount Isa and Cloncurry	

Multicom currently employs five staff in a graduate/undergraduate role and is currently recruiting for apprenticeship positions. Multicom has also developed a graduate program focusing on graduate engineers, which is advertised across a number of universities in addition to the Multicom website.

3.1 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 48 employees
- Council has lost several employees to the Project, which they were anticipating
- Multicom employs five graduates/undergraduates and is in the process of recruiting for 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
- 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

Table 3 details the outcomes/results following the implementation of the workforce management commitments made by Multicom in the Project SIMP for the reporting period.

Table 3. Workforce management commitments and outcomes / status

Commitments	KPIs (where relevant)	Outcomes / Status
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	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	• 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
Prior to Operations, Multicom will develop a detailed Training and Development Plan	Training / Development programs delivered	• This is a future commitment and will be developed in line with the ongoing engagement being undertaken
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		• This is a future commitment as a major contractor has yet to be awarded for the Project
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 goods etc. Multicom will liaise with DWATSIPM on developing work readiness initiatives	Number of Aboriginal and Torres Strait Islander people receiving relevant training	• While the plan is not yet established, Multicom utilises the services of Martyr Training Services, 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
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	• Multicom is working towards meeting this target as workforce requirements grow
Develop and implement a Workforce Code of Conduct which applies to all employees of the Project	Number of breaches of code of conduct	• An Employee Handbook has been developed for the Project and is provided to all employees • Multicom is actively monitoring breaches against the Handbook
Buses will be utilised to transport people to and from the Project site to minimise local traffic and driver fatigue (Wave International 2018)		• While some staff travel in private vehicles, a bus is provided on a daily basis
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)		• Currently, the workforce is located within Julia Creek and further transport options can be supplied when construction ramps up
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		• 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

Commitments	KPIs (where relevant)	Outcomes / Status
		needs will be monitored as construction ramps up
Multicom will work with McKinlay Shire Council to provide a 'Welcoming and Community Integration Process' for new Julia Creek employees and families		• 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

4 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.

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.

Table 4. Key population and housing indicators, McKinlay Shire (2021 and 2024)

	Data as reported in the SIA or SIMP	Updated data for 2024
Population	• Population in 2021 was 836 • Between 2016 and 2021 McKinlay Shire saw 5% growth	• 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	• 337 total private dwellings in 2021, with 85 being unoccupied	• Council reports that 8 new houses have been developed since 2021 as part of a 10 lot residential development
Rental Accommodation and Turnover	• 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)	• 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	• Median rent (3 bed) for 12 months to 30 June 2023 was $285/week	• Median rent (3 bed) in the 12 months ending 30 September 2024 was $290/week (Treasury Office Regional Profile 2024)
House Prices	• 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	• 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)
Social Housing	• 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	• 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.

4.1 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. Three of 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
- 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

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 5. 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	• 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	• 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
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		• 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	• Monitoring of accommodation needs is ongoing. Currently, there is no additional needs for workforce accommodation
Multicom may facilitate the expansion and / or upgrade of existing facilities in collaboration with the owners of those facilities		• Discussions with applicable facilities are ongoing
In partnership with McKinlay Shire Council, Multicom will: • 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	Rental availability (%) House purchase availability (%) Rental prices (med $) House prices (med $)	• Multicom tracks housing advertisements and monitors housing supply and affordability
Work with McKinlay Shire Council to develop and implement options for housing developments and improvements, including: • 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	Number of employees housed within housing outside of WAV Provide McKinlay Shire Council with current and planned workforce demographics	• 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
appropriate improvements having been made		

5   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.

5.1   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 6. 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	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	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

Commitments	KPIs (where relevant)	Outcomes / Status
		demands are expected to take place as construction activities ramp up
During construction and operations, the Project will have an on-site medic available to assist in all medical emergencies and non-emergencies as required		• 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	• 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	• 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	• 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		• 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 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		

Commitments	KPIs (where relevant)	Outcomes / Status
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 Percentage of complaints satisfactorily resolved associated with environmental management	• 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 (S02), PM10 and PM2.5 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.
Multicom, in collaboration with Council, will develop and implement a Community Sponsorship and Donations Program	Total value of community investments Number and type of community events, activities and programs funded	• 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

6 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.

6.1 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 7. Local business and procurement commitments and outcomes / status

Commitments	KPIs (where relevant)	Outcomes / Status
Develop and maintain a register of local, regional and Indigenous businesses through collaboration with McKinlay Shire Council 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://mcres.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		• 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

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)		• Further advertising of procurement opportunities will occur as construction ramps up
Publish the Buy Local Policy and Plan on McKinlay Shire Council's website		• The Buy Local Policy is 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		
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)	• 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
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)		• No major contractors have been awarded to date; however, compliance will be required once a contract is awarded

7 CONCLUSION

Following the commencement of the Project's construction phase in October 2023, Multicom has been slowly progressing the Saint Elmo Project with the development of a sediment basin and internal access tracks and ongoing environmental monitoring. A major contractor has not yet been awarded for major construction works, and this is reflected in Multicom's measured approach to workforce recruitment and engagement activities.

In line with the Project's SIMP, Multicom has made progress towards their commitments for:

- Community and stakeholder engagement
- Workforce management
- Workforce housing and accommodation
- Health and community wellbeing
- Local business and procurement

Key progress towards achieving these commitments has included:

- Implementation of a recruitment hierarchy that prioritises local and regional recruitment from the Project's primary and secondary study areas
- The purchase of four residential houses and rental of three properties to support workforce accommodation and the purchase of a residential lot for future development
- Establishment of an EAP, Employee Handbook, family friendly rostering and provision of bus transportation from Julia Creek township to the Project site
- Development of an ERP and TMP, with a site visit occurring with a representative from Juila Creek Ambulance Station in 2023, resulting in an agreement with the service for use of the ambulance during emergencies
- No complaints from the community with relation to noise and air impacts from the Project
- Investment of more than $75,000 in the Julia Creek community within the reporting period including supporting the Dirt n Dust Festival and the Artesian Express Race Day
- Use of the Smart Hub to facilitate training and development for staff
- Engagement with TAFE Queensland, DWATSIPM, OCG, Department of State Development, Infrastructure and Planning (Mount Isa office), MITEZ and Martyr Training Services to enable pathways for employment and training and ongoing Project development

Consultation with key stakeholders and a review of the social baseline data from the SIA/SIMP shows the following changes in the socio-economic environment within McKinlay Shire:

- Anticipated 250 workers to be accommodated in Julia Creek in the next two years as a result of major projects occurring or proposed in the region
- Constrained real estate market and a noticeable increase in house prices following Project approval (no increase in land prices)
- Decrease in short term accommodation availability
- Upgrade of the Multipurpose Health Service to a level 2 facility enabling greater capacity for the service
- New Early Learning Centre set for completion in February 2025
- Absorption of the McKinlay police division within the Julia Creek Police Station, resulting in a larger policing area for the service

- One significant issue reported by stakeholders was the impact the lack of accommodation and housing has on attracting and retaining staff for key services

7.1 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.

8   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

9 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_2O_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	• 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	• 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	• 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	• Prior to Operations, Multicom will develop a detailed Training and Development Plan	Prior to and during operations	Training / Development programs delivered	• This is a future commitment and will be developed in line with the ongoing engagement being undertaken.
	• 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		• 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	• 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	Prior to operations	Number of Aboriginal and Torres Strait Islander people receiving relevant training	• 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
	response, handling dangerous goods etc. Multicom will liaise with DWATSIPM on developing work readiness initiatives			
	• 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	• Multicom is working towards meeting this target as workforce requirements grow
	• 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	• An Employee Handbook has been developed for the Project and is provided to all employees • Multicom is actively monitoring breaches against the Handbook
	• Develop a Healthy Workforce Plan	Operations	Number of uses of healthcare services and employee assistance programs provided by Multicom	• 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
	• 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		• While some staff travel in private vehicles, a bus is provided on a daily basis
	• 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		• Currently, workforce is located within Julia Creek and further transport options can be supplied when construction ramps up
	• 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		• 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	• 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		• 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

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
Workforce Housing and Accomodation				
Workforce Accommodation	• 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	• At this stage the WAV is not being constructed and accommodation needs will be monitored as construction ramps up
Housing for 'New Local' Workforce	• 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	• Multicom has purchased four residential homes and rental accommodation is currently in use for the initial construction workforce
	• 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		• Multicom has also developed a "Live Local" policy to support and encourage relocation to Julia Creek where practical
Short-term Accommodation Providers	• 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	• Monitoring of accommodation needs is ongoing. Currently, there is no addition needs for workforce accommodation
	• Multicom may facilitate the expansion and / or upgrade of existing facilities in collaboration with the owners of those facilities			• Discussions with applicable facilities are ongoing
Housing Affordability	In partnership with McKinlay Shire Council, Multicom will: • 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	Life of Project	Rental availability (%) House purchase availability (%) Rental prices (avg $) House prices (avg $)	• Multicom tracks housing advertisements and monitoring housing supply and affordability

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
	• Support Council to monitor house rental and sales prices			
Long-Term Integrated Housing	Work with McKinlay Shire Council to develop and implement options for housing developments and improvements, including: • 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	Number of employees housed within housing outside of WAV Provide McKinlay Shire Council with current and planned workforce demographics	• 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	• 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	• 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	• 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	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	• 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

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	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	Construction and operations		• 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	Construction and operations	Number of doctors per patient at local health care facilities	• 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	• 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	• 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	• 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	• 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	• 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		• 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	Pre-construction		

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
	workforce, as well 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	Construction and operations		
Environmental Management	• 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	Number of dust monitoring exceedances as per Environmental Authority Approval Number of noise monitoring exceedances as per Environmental Authority Approval Percentage of complaints satisfactorily resolved associated with environmental management	• 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 (S02), PM10 & PM2.5 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	• Multicom, in collaboration with Council, will develop and implement a Community Sponsorship and Donations Program	Prior to operations	Total value of community investments Number and type of community events, activities and programs funded	• 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	• Develop and maintain a register of local, regional and Indigenous businesses through collaboration with McKinlay Shire Council	Pre-construction		• No major contractors have been engaged for the Project to date

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
	• 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://mcres.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			• While the maintenance of a supplier and business register is ongoing Multicom holds these details and they are not published on the Multicom website
	• 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		• Further advertising of procurement opportunities will occur as construction ramps up
	• Publish the Buy Local Policy and Plan on McKinlay Shire Council's website	Pre-construction		• The Buy Local Policy is published only on the Multicom Saint Elmo Project website
Indigenous Businesses	• 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		• 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	Pre-construction		
	• 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	• 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	• 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		• 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	• Establish detailed Community and Stakeholder Engagement Plan	Pre-construction		• 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
	• Establish project website and ongoing communication protocols with key stakeholders			○ 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		Number and type of engagement activities conducted	○ 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
	• Establish agreements with state and local government agencies			○ 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		Number of attendees / participants Number and type of enquiries	○ As per the engagement undertaken for this SIMR
	• Develop a complaints management process and register / database		Number and type of complaints % complaints resolved	○ 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
	• Conduct workshops with emergency service providers to identify project risks and management / response measures • Establish protocols for communication and information transfer with Police and emergency services • Consult with DWATSIPM to establish plans and targets for training and employment and business procurement			○ 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

Impact Area	Commitments	Phase / Timing	KPIs (where relevant)	Status
	• Hold pre-construction business briefings and tendering information workshops			
	• Establish monitoring and reporting framework			• 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	• 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 re. changes in workforce numbers • Liaise with Council regarding housing availability and management • Participate in Regional Industry Network forums	Construction		• These items are ongoing and will be prioritised as the Project's construction phase ramps up
	• Conduct pre-operations tender readiness workshops and local / regional business briefings			• Not currently relevant

APPENDIX B: CONSULTATION OUTCOMES

Table 8. 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
	• Fatigue management
	   ◦ Having a workable fatigue management policy / plan
	   ◦ Having the plan enforced and monitored by supervisors
	• Emergency response planning
	   ◦ 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:
	   ◦ 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
		• Resourcing
		   ◦ 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
		   ◦ 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:
		      ▪ Increase in public nuisance offences – mainly around events
		   ◦ Road policing and traffic is at the forefront, with two major highways in the Division
		      ▪ 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	• 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:	• 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
	• Provision of an on-site medic and basic health facilities • Training of first responders • Joint emergency response planning and incident management protocols	

McKinlay Shire Multi-Purpose Health Service
 	
7 November 2024
	• 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
	    • Must be flown out by RFDS to Mt Isa
	    • Only 1 plane for the whole region
	• GP services are limited
	    • 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:
	    • 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
		• 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
		    • 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
		    • 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
		    • 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

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
		- Noted that employment within the mining industry leaves council positions open - 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
Julia Creek State School 13 November 2024	- 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 - Accommodation supply is major constraint on attracting staff - Staff currently on 3 yr 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	- Prep to Year 6 for Primary School (Julia Creek State School) 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 - 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

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
		• Currently have access to Education QLD speech therapist, occupational therapist and psychologists. • 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
	• 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:
	  ○ 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
	Stage 2 is planned, but requires external fundings support for development
		Workforce Housing and Accommodation:
		• 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
		
		Changes in housing availability and affordability in Julia Creek:
		• 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
		
		Longer term plans to increase housing supply – are there any further land releases planned?
		• 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) There is a lot of potential to increase housing supply through infill development alone **Are you aware of other Projects in the area that are placing demands on local housing and / or short-term accommodation?** 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: 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 **Update on the new childcare centre:** 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 **Any new businesses or services that have established in Julia Creek?** 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 |

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
		Notable changes in demographics, such as new families moving to town? • None noted Impacts on Council • 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 Other • 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
	• 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 3 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
	    ○ 96 places in total
	    ○ 45 places for childcare – the rest for after school care
		• 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 – 5 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
	• 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 • 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
	• Capabilities
	   • 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
	   • 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
		• Engagement
		   • 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
		   • 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

Stakeholder	Key Discussion Points from October 2021	Key Discussion Points from October/November 2024
	- Need to start planning early to allow sufficient lead time for completion before construction begins - Start with detailed mapping and desktop scenarios - 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 - 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: - Provision of an on-site medic and basic health facilities - Training of first responders - Joint emergency response planning and incident management protocols	- Community changes - Town is the best it's been in years for local businesses - Physical environment is looking a bit fatigued