

May 2021

COMMUNITY CONSULTATION MARCH-MAY 2021

**MACKAY.
ISAAC, CENTRAL HIGHLANDS.
COLLINSVILLE, BOWEN.
GLADSTONE, LIVINGSTONE,
ROCKHAMPTON.
CHARTERS TOWERS,
TOWNSVILLE**

Facilitated by: Greater Whitsunday Communities
Prepared by: Greater Whitsunday Communities

Engaged by: Bravus Mining and Resources



Background

The Carmichael Mine and Rail Project is under construction in Queensland's North Galilee Basin.

Bravus Mining and Resources engaged Greater Whitsunday Communities to help establish and facilitate consultation groups with communities within the geographical footprint of the Carmichael Mine and Rail Project, including Mackay, Isaac - Central Highlands, Gladstone - Livingstone - Rockhampton, Charters Towers - Townsville, Bowen - Collinsville.

Greater Whitsunday Communities is an organisation that undertakes regional community and social development across the Central and North Queensland regions. The organisation supports the concerns and needs of communities through collaborative planning, social development and advocacy.

Group meetings will be held during 2021 and 2022 in each community and seek to share information about the progress of construction of the Carmichael Mine and Rail Project and preparations for operations. These meetings also seek to obtain feedback from the community on any issues that may need to be addressed, or opportunities to create shared benefit.

The meetings will provide a forum for information sharing and discussion between representatives of the Carmichael Project and key stakeholder groups (State and Local Government, industry groups, community members and health services).

The Carmichael Project team is committed to sharing and listening to local community representatives about the matters relating to the project and its progress. The project team hope, that through their consultative role, groups will help to identify opportunities to deliver balanced social, environmental and economic outcomes for local communities.

Community Groups were surveyed prior to their first meeting to understand their knowledge of Carmichael Project's:

- ♦ construction workforce
- ♦ investment in road maintenance and upgrades
- ♦ impacts (positive or negative) in the community due to the project
- ♦ communications and broader communication channels
- ♦ engagement, and ideas for how they can contribute to local community

Survey results formed the basis for the discussions for the first meeting in each community. Five community meetings were held from March - May 2021, with more than forty people attending. Minutes were recorded at each meeting, along with a summary document highlighting main points raised in each region.

2021 Community Consultation key points in relation to the Carmichael Project

COMMUNITY BENEFITS

- ◆ Having a local community contact from Bravus has translated to better knowledge of community matters, trends and concerns
- ◆ Construction works have created more foot traffic and stimulated business
- ◆ The community wants continued investment from Bravus and the opportunity to partner with them for better outcomes in the future
- ◆ The job growth prospects contributes to healthier communities

EMPLOYMENT AND BUSINESS BENEFITS

- ◆ Generates regional employment
- ◆ Good supply chain and local procurement opportunities
- ◆ More local jobs and direct employment already seen in construction phase
- ◆ Contractors who have been working with Bravus during construction phase are staying local and looking for new employment opportunities in the region
- ◆ Increased numbers seen through Rockhampton airport and support for regional aviation companies
- ◆ Increased investment in local real estate

INFRASTRUCTURE

- ◆ Improved infrastructure in rural and remote communities
- ◆ New rail links, road construction , facilities in regional, remote areas
- ◆ Upgrades to existing infrastructure including regional road network

CONCERNS

- ◆ Discussion on community development and social legacy activities
- ◆ Potential impact of new mining employment opportunities on other industries, for example social services and small business
- ◆ Discussion around opportunities the mining industry can facilitate for training of unskilled people
- ◆ Ongoing consideration for First Nations people
- ◆ Discussion around ensuring favourable payment terms for small business
- ◆ Impact on housing market
- ◆ Impact on social services
- ◆ Impact of increased traffic on local roads and infrastructure
- ◆ Maintaining good relationships with local landholders
- ◆ Ensuring investment, procurement and recruitment opportunities are shared across the project footprint
- ◆ Impacts on families & communities resulting from DIDO/FIFO lifestyle
- ◆ Impact on small and medium businesses access to essential financial services such as insurance, rehabilitation and delivering meaningful legacy projects for future generations



IDEAS AND SUGGESTIONS

- Ongoing consultation and communications. Use local groups to disperse information such as Chamber of Commerce, Community Associations etc
- Continue to build a positive and trusting brand (Bravus Mining and Resources)
- Broader information sharing as construction progresses
- Continued sponsorship of community activities and events; community grants and investment. This creates stronger connections
- Ensure favourable payment terms for local tradespeople and contractors
- Maintain good relationships with local landholders
- Continue to maintain relationships with health providers to monitor impacts on medical services
- Support Local buying and business. Continue to implement Regional Content Strategy
- Be part of the discussion with local authorities and communities into how to retain skilled people and their families
- It was identified in Townsville that there is an opportunity to look at what industries can be developed off the back of projects like the Carmichael Project.
- Positive media or communications about the impacts this project is having on the region
- Deliver meaningful legacy programs for the benefit of future generations
- Training and employment opportunities and skills development for the region, including schools
- Opportunities for mining industry partnerships and investment in mentoring and in-kind community support, on the job training, training for non-mining trades and skills that are lacking in the community
- Take community leaders/advocates/ambassadors on a tour



ISAAC CENTRAL HIGHLANDS CONSULTATION GROUP MEETING DISCUSSION NOTES 24/3/21

Attendees: 3 Community Organisation representatives, 4 Business organisation representatives, 1 Local Government representative.

Apologies: 2 Business Organisation representatives, 1 Community Organisation representative (confirm CCHAOSi) 1 State Government representative,

Survey analysis from 23/3/2021

POSITIVES

1. COMMUNITY BENEFIT
 - Glenden community has seen positive outcomes from the construction phase
 - Increased foot traffic in (Glenden) the town centre
 - Impact on the local pubs & motels (being busy & lively) pubs
2. EMPLOYMENT & BUSINESS BENEFIT
 - Improved employment, potentially taking some workforce from mines in final stages of operating
 - Potential for local employment
 - Contracting with local suppliers
 - Glenden businesses benefitting from increased foot traffic

NEGATIVES

1. COMMUNITY
 - Concerns around protestors creating disturbances around town
 - Protestors attracted unwanted attention to Clermont
2. BUSINESS OPPORTUNITY
 - Opportunity for ongoing engagement with local contractors

3. PHYSICAL/ENVIRONMENTAL

- Opportunity for improvements

SUGGESTIONS AND IDEAS

- Investigate increased local buying programs
 - Additional investment in the Community
 - Identify additional avenues to engage locals and keep them informed about the project.
 - Consider more frequent mail outs
 - The continuation of the community grants program is a fantastic way to stay connected to communities
 - Take community leaders/advocates/ambassadors on a tour
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Main discussion points from the meeting

- **Employment opportunities** for the Isaac Central Highlands region. Interest in the employment figures from the Carmichael Project, and where employees will be sourced from. Positive feedback about Bravus's communication with community, and how the Project has boosted confidence in regional business and community.
 - One member shared that, "The impacts are not all necessary economic. The benefits it provides are sometimes hard to measure but the impetus it provides has definitely built confidence."
 - Another member said "Investments made into the town (by Bravus) had really lifted morale".
- **Roads and infrastructure.** Discussion around impacts (positive and negative) to local infrastructure. Increased traffic from the Project. Road infrastructure requires attention by many stakeholders. Suggestion for Clermont airstrip to be considered an option for the Bravus workforce in the future.
 - A member suggested "there might be opportunities to offer medical services to people on rural properties via the paramedics at the mine site in future".
- **Health care provision in Clermont** and possible pressure from mine site medical cases. Discussion around potential for sharing health resources and facilities to provide better service in the rural areas of Bravus operations.



COLLINSVILLE – BOWEN CONSULTATION GROUP DISCUSSION NOTES 30/3/21

Attendees: 2 Business Organisation representatives, 2 Social Services representatives, 3 Community organisation representatives, 2 Local Government representatives

Apologies: 1 Social Services representative, 3 Community Organisation representatives

Survey analysis from 29/3/21

POSITIVES

1. EMPLOYMENT & BUSINESS BENEFIT

- Local Jobs, some Collinsville-Scottville residents have gained employment in the project
- Job opportunities have the potential to boost the local economy

2. PHYSICAL

- Improved infrastructure in rural and remote communities

NEGATIVES

1. COMMUNITY

- Potential impact on already tight housing market
- Careful management of transient community to minimise disruption

2. BUSINESS OPPORTUNITY

- Ensure favourable payment terms for local business owners and tradespeople
- Community hopes DIDO/FIFO workforce can have on positive impact economic status of this community

3. PHYSICAL/ENVIRONMENTAL (concerns were noted)

- Increased traffic and use of road network in Mt Coolon
- Continue to engage with local landholders
- Increased traffic flow on the gravel road network

- Ongoing road maintenance
4. DIDO/FIFO WORKFORCE
- Community hope Bravus can employ people from local communities around (close to) mine
 - Community noted impact of DIDO/FIFO lifestyle on families and communities
 - Community questioned % of DIDO/FIFO workforce income expended in this community

SUGGESTIONS AND IDEAS

- Ongoing communication with community, including meetings in Mt Coolon
- Continued sponsorship of community events & activities to show support within the community
- Continue community grants (program) to support local organisations and infrastructure upgrades
- Favourable payment terms for local tradespeople
- Use local groups to disperse information such as Chamber of Commerce, Collinsville Community Assoc etc
- Assistance with sharing data capability
- Potential for joint partnerships with existing health networks /services such as Bowen Collinsville Health Action Group to recruit & retain health professionals for this region

Main discussion points from the meeting

- **Physical Infrastructure development opportunities.** Discussion around impacts to roads and infrastructure, and more information around rail line capacity
- **Community/social Development investment opportunities** for Bravus to be involved with were discussed.
- **Impacts of FIFO/DIDO workforce** on communities and discussion around Bravus Mining and Resources commitment to supporting families
- **Favourable payment terms** for small business and contractors.



TOWNSVILLE – CHARTERS TOWERS CONSULTATION GROUP MEETING 30/3/21

Attendees: 5 Business Representatives, 1 Sport and Recreation Representative, 3 Community Organisation Representatives, 2 Local Government Representatives.

Apologies: 3 Business Representatives, 2 Community Organisation Representatives, 3 Local Government representatives.

Survey analysis 24/5/2021

POSITIVES

1. COMMUNITY BENEFIT

- Opportunity for Bravus to continue to partner with the region for investment and reform
- Investment into community groups and activities
- Job growth a positive for the economy and surrounding communities

2. EMPLOYMENT & BUSINESS BENEFIT

- Substantial economic value in this project locally and for Queensland
- Regional employment
- Supply chain opportunities
- Local procurement opportunities

3. PHYSICAL

- Regional infrastructure benefits

4. WORKFORCE

- Skilled labour management in local towns

5. CORPORATE OBLIGATIONS

- Corporate social responsibility for Bravus is important and creates opportunity for significant impact in the region

NEGATIVES

1. COMMUNITY

- Community hopes Bravus continues to build a strong and trusted brand, and strong and healthy relationships with community

2. WORKFORCE

- Community questioned the impact the project might have on skilled labour management for other industries and small businesses in the region

SUGGESTIONS AND IDEAS

- Continue with the Consultative Forums
 - Broader information sharing as construction progresses
 - Continue to build a positive brand
 - Positively support community activity in the region
 - Support local businesses and community groups
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Main discussion points from the meeting

- **Regional opportunity for mine and agriculture exports** to help manage the COVID-19 recovery.
 - One member said “The benefits of mining is that people are moving back to regional areas. Mining played a positive role on how Australia handled COVID-19. Jobs are good for regional Queensland, we expect to continue to see the transition of people from big cities to regional Queensland”.
- **Population and jobs growth brings increase demand for social services.** Migration of people from big cities to regional areas. Housing stress has been an issue in Townsville for some time and is under increased pressure now, affecting all generations including young people.
 - “Housing demand is also backed up by other major projects and that James Cook University enrolments are up”, one member said.
- **Procurement and business development.** Discussion around what industries can be developed off the back of projects like Carmichael. Carmichael Project has a strategy of procurement being based around local supply chains and indigenous engagement, creating opportunities for local people. Procurement must meet the region’s capabilities and be communicated more broadly. Impact on small and medium businesses access to essential financial services such as insurance.
 - “What other industries can be developed through the shorter-term benefits. How can this develop into long term industries? Indigenous enterprise projects are a positive byproduct, they develop skill sets of indigenous people which helps provide benefits for indigenous people” said one member.
- **Social housing and social services impact.** Whilst the benefits of the project are jobs and population growth, the downside is the impact on social housing and construction has no

chance of catching up. The group reported homelessness as an issue, as well as a significant skills shortage in social services sector.

- **Training and development. Unskilled workforce.** Jobs are available in the area, but there is a lack of interest from long-term unemployed people to fill them. Reducing unemployment rate needs to be a focus, along with a commitment to local supply chain and indigenous programs, in turn supporting skill development.
 - “There is a gap between social dependent people and skilled people. More is needed to support unskilled people into work with confidence building skills etc”, one person shared. She thinks this will translate to a positive impact on the entire community.
- **Youth programs and development.** Many young people leave Townsville to study and often don’t return. Young people could benefit from training programs that target areas where there are job opportunities in regional areas.
 - One social services representative said “I would like to see companies like Bravus help with community grants, sharing skills, mentoring and other non-financial support. She sees lots of opportunity for social impact, she suggested we need to look at industries of communities rather than just mines, and co-design with community for projects”.
- **Meaningful legacy programs for future generations.**
 - **One member asked,** “What needs to be planted now for the community in 20 years! It’s important to return land to a better or same as it was. How can “waste” be turned into resources”.



GLADSTONE– LIVINGSTONE – ROCKHAMPTON CONSULTATION GROUP MEETING 20/5/21

Attendees: 8 Business representatives, 5 Community Organisation representatives, 2 Local Government representatives

Apologies: 1 Business representative, 2 Community Organisation representatives, 1 Community member, 3 Local Government representatives.

Survey analysis 17/5/2021

POSITIVES

1. COMMUNITY BENEFIT

- Positive outcomes and benefits from the project
- Strong community support with good community engagement reported
- Increased royalties for Queensland Government

2. EMPLOYMENT & BUSINESS BENEFIT

- Direct and indirect employment from the project
- Economic development through visitation spend
- Direct investment in real estate by families
- Local opportunities for industry, including Rockhampton Airport and mining and engineering services
- Demonstrated & expected economic benefit, long job creation

3. PHYSICAL

- Infrastructure upgrades (roads, rail, utilities)

NEGATIVES

1. COMMUNITY

- Increased demand for social infrastructure (community, health, education, emergency services etc)
- Potential impact on already tight housing market

- Consideration for First Nation's peoples
- Communication with community is a challenge in Rockhampton – no longer a printed newspaper
- Careful management of transient community to minimise disruption

2. FIFO WORKFORCE

- Need to identify, consider and manage impacts of FIFO lifestyle on families & community
- FIFO workforce may increase demand on local services

3. PHYSICAL

- Managing the increase demand on existing infrastructure

4. CORPORATE OBLIGATIONS

- Community referenced the guidelines and regulations that Bravus needs to adhere as managed by Government agencies.

5. ENVIRONMENTAL

- Community noted the importance of ensuring the environment was protected – action on global warming, protecting water sources, reporting breaches in a timely manner and managing community perceptions about environmental impacts.

SUGGESTIONS AND IDEAS

- Actively work with community to support/provide programs and services to maximise benefits and minimise negative impact
- Continue to build on strong connections with community
- Be open and transparent
- Minimise negative impacts on the environment, communities
- Offset in a meaningful way any damage or negative impact
- Keep a place-based focus and assist communities to be the place they want to be
- Being visible through support for worthwhile community projects, especially supporting disadvantaged groups

Main discussion points from the meeting

Responses from the Group

- **Ongoing Traditional Owner engagement is important.**
- **Regular communication** from Bravus with local community essential for maintaining healthy relationships. Bravus was commended for their efforts in communicating with community and business to date. Several members attended the meeting to learn about the project and gather information for their respective organisations. The group wants to see community engagement in Rockhampton continue, and wants to ensure regional contracts remain a priority as Bravus moves into operations.

- **Impact on social services.** Increased demand, and community sector workforce attraction and retention.
 - One Social Services representative shared concerns about “pressure on the housing market, impacts on counselling services for FIFO workers, domestic violence and child protection services”, she said.
- **Employment options.** One member shared their point that “the jobs on offer with Bravus and other sectors of Rockhampton are for skilled workers. A lot of the people in Rockhampton are unskilled (40-50% of students in Rockhampton will not go onto university).
- **Housing markets concerns are a long-standing issue.** Conversations around rental supply, and a lack of land in Rockhampton for development, along with a lack of tradespeople able to build. Livingstone was suggested, as an alternative.
 - “Everyone keeps talking about the housing issue but no one has any credible solutions to fix it and nothing has been done for almost a decade, knowing that this is an issue”, one member commented.
- **Rockhampton** has been fortunate in that it does not have the same peaks and troughs as other mining towns like Mackay. Little growth over the past decade but that will likely change with COVID-19 seeing more people wanting to move to regional Queensland.
 - One member commented, “Rockhampton has a rural small-town culture and needs to evolve, and community organisations need to evolve with it. She thinks Rockhampton doesn’t adjust well to change. It’s a community responsibility, not a Bravus responsibility to work through the social issues in town”.



MACKAY CONSULTATION GROUP

MEETING DISCUSSION NOTES 19/3/21

Attendees: 5 Business organisation representatives, 2 Local Government representatives, 1 State Government representative, 3 Community organisation representatives, 1 Community member.

Apologies: 2 Business organisation representatives, 1 social services provider, 2 Community Organisation representatives.

Survey analysis from 18/3/21

POSITIVES

1. COMMUNITY BENEFIT

- Potential to be significant, building regional communities.
- Extensive consultation with involved communities to build strong relationships.
- Hope the project can deliver social infrastructure.
- Hope the project can deliver social support (services).

2. EMPLOYMENT & BUSINESS BENEFIT

- Jobs growth, economic growth, thriving (Regional) economies
- Positivity about growth prospects & that opportunity will flow into involved & surrounding communities.

3. PHYSICAL

- Infrastructure upgrades – (roads, rail, utilities)

NEGATIVES

1. EMPLOYMENT

- Investigate opportunities for recruitment in Mackay

2. BUSINESS OPPORTUNITY

- Investigate opportunities for procurement in Mackay
- Potentially fewer investment opportunities for Mackay as local businesses and employment already under strain
- Competition between regions for the opportunities

3. FIFO/DIDO workforce

- Community noted impact of DIDO/FIFO lifestyle on families and communities across the broader mining industry
- Safety considerations for DIDO workforce travelling on the road system
- Wellbeing programs needed to support DIDO/FIFO workforce
- Community questioned % of DIDO/FIFO workforce income expended outside local communities/ or Careful management to prevent economic leakage from local communities

4. PHYSICAL

- Ensure dust mitigation from construction activities
- Community emphasised the importance of health and safety of workers on site
- Consideration of the adjoining and nearby landholders

5. CORPORATE OBLIGATIONS

- Bravus's corporate social responsibility is important to minimise impact and to maximise benefit for local communities, landholders, and stakeholders

6. ENVIRONMENTAL

- Community highlighted importance of protecting the environment and managing any impacts responsibly.

SUGGESTIONS AND IDEAS

- Ongoing and transparent communication. Suggestion for increased pop up community consultation booths/social media/etc
- Surveys to engage with communities to ascertain their wants and needs
- Build strong relationships with Local Governments and Community groups
- Run Community Consultative Committees and community project teams
- Support projects that will improve the long-term prosperity of surrounding communities
- Continue to buy local and support local businesses in surrounding towns
- Invest in skills development and future training needs in the regional communities that surround the mine
- Employ local as much as possible
- Support projects that improve the livability of the regional towns around the mine
- Engage with industry sectors in regional communities to keep them up to date with business opportunities and processes.

Main discussion points from the meeting

- **An interest and appetite for more communication** about the Carmichael Project and its opportunities for the region
- **Legacy opportunities.**
 - “Will this project leave a legacy for our kids both in the physical infrastructure and social sense?”, a member asked.
- **The impact of FIFO and DIDO workforce.** Concern for workforce and family wellness across the mining industry, as well as the impact on social services, which are already under pressure in this region. Opportunity for proactive and collaborative health service delivery and support programmes.
 - “Workers in mining camps are isolated, families struggle with shifts and rosters, especially dealing with 12 hour shifts and long rosters. Well documented the resultant disconnection from community”, one member shared.
- **A skilled workforce shortage** and discussion around opportunities the mining industry can facilitate for training and development in the region.
 - “I would like to see training and employment opportunities, skills development with replacement pathways to address shortages in the region”, a member said.
- **Rental and housing stress in the region.** The group discussed the cyclical nature of the resources industry and its impact on housing and social services. Community organisation representatives reported that social services were already in high demand and that industry growth and/or decline can put more strain on the sector.
 - A community representative said “Investment in social housing and social services is crucial for more inclusive participation in the economic prosperity”.

