

SOCIAL ASSESSMENT MANAGEMENT PLAN

SAMP REPORT

Q3, Financial Year 2025/2026

(1 January 2026 – 31 March 2026)

Acknowledgement of Country

In the spirit of reconciliation, Queensland Hydro acknowledges the Traditional Custodians of the lands, skies and waters where we operate throughout Queensland.

We celebrate the diversity of Aboriginal and Torres Strait Islander peoples, and extend our respect to Elders past and present, and honour their continuing spiritual and cultural connections to Country.



1. Executive Summary

This social assessment monitoring report forms part of our commitments under Queensland Hydro's Social Assessment Management Plan (SAMP). The SAMP can be found on the website here: [Borumba Pumped Hydro Project Exploratory Works](#)

The SAMP is part of the Queensland Government's requirements under the Borumba Pumped Hydro Energy Storage Project Exploratory Works – Geotechnical and Investigations Works Project Report for the Works Regulation made under the *State Development and Public Works Organisation Act 1971* (Qld). The SAMP addresses key matters within the Coordinator-General's Social Impact Assessment Guideline (DSDILGP, 2025).

This report covers Q3 (1 January 2026 to 31 March 2026). As exploratory works commenced on 13 March 2026, this first report is an interim update focusing on agreed outcomes. Detailed key performance indicators (KPIs) are intended to apply for the duration of exploratory works. These may be refined over time as activities commence and implementation progresses.

Key highlights for the reporting period include:

Celebrating the One Year Anniversary of the Imbil Medical Centre

The Imbil Medical Centre was provided space within Queensland Hydro's Imbil office, enabling the re-establishment of local medical services within the township. The centre currently operates two days per week, with plans to expand to three days per week. In response to local demand, the centre is also expanding its service offering to include audiology, physiotherapy, and psychology, in addition to general practitioner services. Bulk billing was introduced in November 2025. In its first 12 months of operation, the centre has supported 726 patient visits, demonstrating strong uptake and community support.

Project Workers Camp Becomes Operational

To mitigate concerns that an influx of workers could place undue pressure on local tourism accommodation, a 336-person workforce accommodation camp was designed, constructed, and is now fully operational. A Contractor Accommodation Specification has been implemented, requiring contractors engaged by Queensland Hydro to use the workforce camp as their first preference for accommodation.

Positive Interactions through Community Engagement

During the quarter, more than 104 proactive communications were undertaken, including newsletters, works notifications, site visits, industry events, and stakeholder meetings. A Kilcoy, Jimna and Surrounds Focus Group was established, complementing existing engagement forums such as the Stakeholder Reference Group (SRG), Imbil and Surrounds Focus Group, Environment Working Group, and an Environment Focus Group. Queensland Hydro also held regular meetings with Gympie Regional Council and Somerset Regional Council, which included site visits by members of the Council. In recognition of their proximity to a key haulage route, two dedicated gatherings were held with Little Bella Creek residents.

All engagement was undertaken through the Co-ordinator General-agreed Community and Stakeholder Engagement Plan which can be found on the website here: [Borumba Pumped Hydro – Community and Stakeholder Engagement Plan – Exploratory Works](#)

Changes to the Queensland Government's Queensland Procurement Policy (2026)

Queensland Hydro is progressing the exploratory works phase with a focus on safety, productivity, schedule adherence and reliable project delivery. Since the SAMP KPIs were finalised and this first reporting period commenced, the Queensland Government released an updated Queensland Procurement Policy (QPP 2026), which took effect from 1 January 2026.

QPP 2026 supports whole-of-government procurement objectives, including increasing opportunities for capable local and regional suppliers (particularly small and family businesses) where practicable. It also updates key definitions and requirements relating to procurement and workforce participation, as well as monitoring and reporting arrangements. Queensland Hydro is reviewing its procurement and participation measures to align with the QPP 2026 and will update the SAMP post-submission of this report to reflect alignment.

Procurement Spend from the Local Area

Local spend has averaged over 70% across FY24–FY26, measured within a 125 km radius of the Project site. The updated QPP 2026 expands the local supplier radius to 250 km which will be reflected in updated local participation commitments. The main goods procured from the local area include:

- professional and technical advisory services (engineering, environmental, planning and legal)
- construction and civil works
- ICT and digital services
- workforce and recruitment services
- communications and media services
- equipment and plant hire, and facilities management (cleaning, security and maintenance).
- training and education
- health and safety services
- goods supplied through local manufacturing, retail and community providers

While these early figures provide encouraging insights into local procurement spend, the data is preliminary and may change as exploratory works progress and Queensland Hydro transitions to reporting under QPP 2026. Results will vary by quarter depending on the stage of work and the specialist goods and services required. The project team will continue to identify and engage local suppliers where practicable, while ensuring the necessary expertise is sourced to meet project requirements.

Core Workforce Data Speaks to Diversity

Queensland Hydro has recently implemented a site-based access system. As implementation is still in the early stages and not all personnel have been required to complete their online requirements, the data below is preliminary. Early results indicate the following workforce diversity and participation trends of those accessing site:

- female participation has reached 25.2%.
- First Nations participation stands at 3.5%.
- the local participation rate is 98.3%, including 4.1% from the Somerset and Gympie LGAs.
- 86.5% are either Australian citizens or permanent residents.
- 3.7% have served or are currently serving in the Australian Defence Force.
- 1.1% have disclosed a disability.
- 63.9% were born in Australia.
- 8.3% speak a language other than English at home.

Future reporting may show different trends as more personnel access the system. These trends are normal at this stage of the project.

Community Benefits Support Gympie and Somerset Regional Councils

Queensland Hydro is investing in local projects that support the communities closest to the proposed project and will be most likely to experience impacts as exploratory works progress. To date, \$5 million has been committed to Gympie Regional Council and \$1.25 million to Somerset Regional Council to deliver council-led improvements that provide lasting community benefit. In this reporting period, Gympie Regional Council commenced William Street upgrade works in Imbil, while Somerset Regional Council progressed the Ashton Park Precinct and Town Entry Signage upgrades, delivering visible improvements for nearby communities.

Local community groups can also apply for grants and event sponsorships for community-led projects that strengthen local facilities, services and wellbeing. Queensland Hydro has provided \$25,000 in sponsorships to these community-led events to date. Examples of events sponsored during the reporting period include:

- The GourMay Mary Valley Festival 2026 (Mary Valley Chamber of Commerce)
- Rally Queensland 2026 (Brisbane Sporting Car Club)
- Community Christmas BBQ 2025 (Jimna Sporting Club)
- Tom Quilty Gold Cup 2026 (Stirling's Crossing Endurance Club)
- Science and Engineering Challenge 2026 (Rotary Club of Gympie)

A table reporting against the SAMP desired outcomes follows.

Stream	Desired Outcome	Overall performance	Q3 commentary
Community & Stakeholder Engagement	A transparent and inclusive communication and engagement program.	On track	Engagement is being delivered through the agreed Community and Stakeholder Engagement Plan published on QH website. Works notifications are issued at least 5 working days prior to work commencing (unplanned work excepted).
	Stakeholder and community enquiries and complaints are addressed in a timely way.	On track	All enquiries and complaints received during the quarter were addressed. There was a total of two complaints for the quarter (see below). One complaint came through a third channel which slightly lengthened the close out time, but response times were met as agreed in the approved Queensland Hydro's Complaints Policy.
	High levels of stakeholder and community participation is achieved in Exploratory Works delivery and monitoring.	On track	650 documented communications (104 proactive communications) were recorded during the reporting period, of which 59% were positive or neutral.
	Stakeholders have adequate notification of Project works.	On track	Five works notifications and two newsletters were distributed to 6,302 recipients along transport routes. The distribution area for monthly works updates have expanded from March to include the townships of Kilcoy and Imbil, reflecting their proximity to the proposed project and the potential for impacts associated with exploratory works. Targeted engagement included two Council site visits, community briefings, Stakeholder Reference Group and focus group meetings.
Workforce Management	Increase the number of Local residents in the Project workforce.	On track Under review	Early positive workforce data (see above commentary). This KPI is now under review based on the release of the QPP 2026.
	Increase the proportion of under-represented groups in the Project workforce.	On track Under review	Early positive workforce data (see above commentary). This KPI is now under review based on the release of the QPP 2026.
	Emergency services provision levels in the Project area are not adversely affected by Exploratory Works.	On track	Regular engagement continues with local disaster management groups, including entities such as Queensland Ambulance Service (QAS), Queensland Police Service (QPS) and Queensland Fire Department (QFD), to ensure emergency services are kept abreast of current work activities. In the past quarter there have been numerous site familiarisation visits with QAS and QFD, and a recent site visit with QPS. In late 2025 a donation of two automated defibrillators was made to Imbil Police Station and Kilcoy Police Station.
Housing and Accommodation	Project responds to changing community accommodation needs to reduce the risk of adversely affecting tourism suppliers in the region	On track	Queensland Hydro has constructed a purpose-built camp providing 336 workforce accommodation beds, and the camp is fully operational. A Contractor Accommodation Specification has been implemented,

Stream	Desired Outcome	Overall performance	Q3 commentary
			requiring contractors engaged by Queensland Hydro to use the camp as their first preference for accommodation.
Local Business and Industry Procurement	Enhanced economic prosperity for Project Area and Regional Area businesses.	On track Under review	Engaged scope includes civil construction works. This KPI is now under review based on the release of the QPP 2026.
	Enhanced economic prosperity for First Nations owned and/or managed businesses.	On track Under review	Engagement includes a First Nations beverage company supplying water, with discussions underway with the Traditional Owner group regarding a potential service provider role in managing Exploratory Works offsets. This KPI is under review following the release of QPP 2026.
	Enhance patronage at local businesses in nearby communities through Workforce Code – Living and working on the Borumba Project.	On track	Shop local where feasible including suppliers such as local cafes, bakery and other catering businesses. No reported workforce behaviour issues.
	Maintain positive relationships with key businesses indirectly impacted by the Project and factor peak visitor periods into construction schedule	On track	Monthly check-ins were undertaken with 17 of the key businesses in Imbil during the period. Engagement has started with businesses in Jimna and Kilcoy. Queensland Hydro participated in the recent Mary Valley GourMay Festival through sponsorship dollars and participation in the events activities.
Community Health & Wellbeing	Project workforces exhibit good behaviour while on site and in the community and any concerns are resolved quickly	On track	No reported workforce behaviour issues for the period. All contractors are inducted through the workforce project code: <i>Living and working on the Borumba Project</i> .
	Minimise Project demand on emergency services from nearby communities.	On Track	The onsite paramedic service has been expanded with a second paramedic. This service provides an onsite medical clinic to manage illness and injury amongst the workforce as well as emergency response. In February an onsite Project Emergency Response Team (ERT) commenced. This 4-person team is trained and equipped to provide an initial emergency response to scenarios onsite involving Project personnel such as a vehicle/ mobile plant incident or work at heights rescue.
	Minimise Project demand on health and medical services in nearby communities.	On track	Project has own paramedic services.
	Support initiatives to enhance health and medical capacity in nearby communities.	On track	Provided an office and support for local medical centre in Imbil.
	Minimise environmental health risk factors.	On track	Examples include environmental assessments, maintenance work on roads, water sampling and temporary traffic controls for safety. The Construction Environment Management Plan (CEMP) is with the Office of the Coordinator General for agreement.

Stream	Desired Outcome	Overall performance	Q3 commentary
	Minimise project associated disruptions to cultural heritage values.	On track	Early works areas in the project area are surveyed to assess any potential impacts on aboriginal cultural heritage as agreed in the Early Works Agreement with native title holders of the Agreement area.
	Appropriate traffic management measures and project associated traffic impacts minimised.	Continued improvement	<p>Two traffic complaints were received in the quarter about increased trucks on Kilcoy Murgon Road, interacting with community traffic. Queensland Hydro has implemented the following measures as part of a continual improvement process:</p> <ul style="list-style-type: none"> • Project-related vehicles (including contractors) are equipped with In-Vehicle Monitoring Systems, which capture data such as location, speed, and braking, which is reviewed to ensure compliance. • All Project-related convoys (more than 3 trucks) travel with a lead vehicle to dictate the speed, and relay traffic or road conditions to the trucks. • All traffic travelling to or from the Queensland Hydro site use UHF call-up points on Kilcoy-Murgon Road, Yielo Road and Bella Creek Road. • Electronic message boards provide ongoing updates about upcoming and current vehicle movements to ensure the community can remain informed of Project traffic movements. • Daily pre-start meetings and toolbox talks are used to reinforce expectations about safe driver and convoy behaviour, particularly on winding or narrow road sections.
	Avoid or minimise construction amenity impacts on all sensitive receptors including education facilities (learning environments of education facilities).	On track	No reported complaints in the period. An education facility impacted on a haulage traffic route is met with regularly and a specific management plan will work through minimising or avoiding impacts from the Project.
	Enhanced community benefits and investments in the Project Area.	On track	<p>Provided \$25,000 in sponsorships to support community-led events benefiting project-area communities.</p> <p>Applications were received for the next round of the Community Grants Program, with funding decisions to be made in the next quarter.</p> <p>Significant place-based investment continued through committed funding of \$5 million to Gympie Regional Council and \$1.25 million to Somerset Regional Council for council-led projects in and around Imbil and Kilcoy.</p>

Get in touch

1800 433 939

PO Box 12278 George St
Brisbane QLD 400

info@qldhydro.com.au

qldhydro.com.au

ABN 81 661 444 515