

SOCIAL ASSESSMENT MANAGEMENT PLAN

SAMP REPORT

Q4, Financial Year 2025/2026

(1 April 2026 – 30 June 2026)

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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 Queensland Hydro's commitments under its Social Assessment Management Plan (SAMP) for the Borumba Pumped Hydro Energy Storage Project. 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 Quarter 4 of the Financial Year 2025-26 (1 April 2026 to 30 June 2026). During the reporting period, Queensland Hydro reviewed and updated the Local Participation commitments for Exploratory Works to ensure alignment with the Queensland Procurement Policy 2026 (QPP). The resulting amendments to the published SAMP were agreed with the Office of the Coordinator-General and published on the Queensland Hydro website in July 2026.

These updates refined the project's Key Performance Indicators (KPIs) and strengthened alignment with current Queensland Government procurement objectives. Key benefits included:

- a tighter Project Area definition area, with a 75km radius covering the Gympie and Somerset local government areas (LGAs) and priority to the Sunshine Coast LGA where the Nambour project office is located;
- the definition of a 'significant contract' reduced from >\$20M to >\$10M to reflect reduced Exploratory Works scale; and
- broader inclusivity metrics that align with the new QPP, Queensland Hydro targets and reduced Exploratory Works scope.

Key highlights for the reporting period include:

- **Community Grant program**
Sixteen local community groups in the Gympie and Somerset region received funding through the third round of Queensland Hydro's Community Grants Program. The community initiatives supported included improvements to community facilities, food security, arts and history, environmental restoration, and community transport. The grant program reflects Queensland Hydro's commitment to investing in locally led solutions that create lasting social value for communities closest to the Project.
- **Industry briefings**
Queensland Hydro delivered three industry briefing sessions. Sessions were held in Kilcoy, Gympie and online, attracting more than 240 registrations. Supported by local chambers, councils, the Department of State Development, Infrastructure and Planning, Industry Capability Network and our principal contractors, the sessions outlined upcoming project opportunities and procurement pathways for local and regional businesses. This supports our commitment to local industry development and participation by regional and Indigenous businesses throughout project delivery.
- **Traffic and Transport Haulage Group**
The Traffic and Transport Haulage Group provides a forum for coordination of project-related traffic, haulage and road safety matters associated with the Borumba Pumped Hydro Project. The group includes representatives from Queensland Hydro, Gympie Regional Council, Somerset Regional Council, the Department of Transport and Main Roads, Queensland Police Service, Queensland Ambulance Service, Queensland Fire Department, project contractors, interfacing haulage operators and key community stakeholders. During the quarter, the group shared forward works programs, planned haulage movements, emerging road safety risks and mitigation measures, helping to promote safe road use and minimise impacts on local communities and road users.

A table reporting against the SAMP desired outcomes follows.

Stream	Desired Outcome	KPI	Overall performance	Q4 commentary
Community & Stakeholder Engagement	A transparent and inclusive communication and engagement program.	Maintain appropriate level of engagement (channels, briefings, proactive interactions)	On track	Engagement is being delivered through the agreed Community and Stakeholder Engagement Plan published on the QH website. This quarter, our engagement included a range of channels, including industry briefings, a CEO engagement roadshow and regular meetings with key Project stakeholders. A mobile office was established for the Kilcoy and Jimna areas and check-ins were undertaken with 18 local businesses. During the quarter, one newsletter was produced and distributed electronically to 3,104 subscribers.
	Stakeholder and community enquiries and complaints are addressed in a timely way.	Enquiries acknowledged within two days; resolved or escalated within ten business days	On track	All enquiries and complaints received during the quarter were addressed. There was a total of four complaints for the quarter, three relating to heavy vehicles (see below), and one about a missing link on the Queensland Hydro website. During the quarter, 128 stakeholder enquiries were received. Response times were met in line with Queensland Hydro's Complaints Policy, with an average response time of three business days.
	High levels of stakeholder and community participation is achieved in Exploratory Works delivery and monitoring.	All key stakeholders and impacted landholders are consulted by the project team during Exploratory Works	On track	During the quarter, 992 communications were documented. 74% of these were originated by Queensland Hydro (proactive communications). The majority (>90%) of communication received from stakeholders was neutral or positive.
	Stakeholders have adequate notification of Project works.	Impacted landholders and affected stakeholders are notified of potentially disruptive work, at least 5 working days prior to work commencing	On track	Monthly works updates outlining planned project activities for the upcoming month were distributed via post, email, and the project website. These updates are distributed to over 2,000 recipients, with a total of 6,060 monthly updates delivered to local residents during the quarter. Works notifications are issued to affected local residents at least five working days before works commence (excluding unplanned works). Five targeted works notifications were distributed by post and email to those impacted.

Stream	Desired Outcome	KPI	Overall performance	Q4 commentary
Workforce Management	Increase the number of Local residents in the Project workforce.	Support local workforce participation (residents within a 250km radius from the Borumba Project site)	On track	Participation rates: - <i>Local Area (250km)</i>: 59% of total recorded Contractor labour hours were drawn from the Local Area. Combining Queensland Hydro and Contractor labour hours, 86% of total labour hours were completed by local area residents - <i>Project Area (Gympie and Somerset LGA)</i>: 8% of total recorded Contractor labour hours were drawn from the Gympie and Somerset LGA - <i>75km Radius (inc. Project Area)</i>: 27% of total recorded Contractor labour hours were drawn from a 75km radius of the Project site.
	Increase the proportion of under-represented groups in the Project workforce.	Encourage inclusive employment practices to support a diverse workforce, including increased participation by women and disadvantaged or marginalised jobseekers Support training and up-skilling of Queenslanders, including apprenticeships and traineeships, where relevant and proportionate to the scope of the Works Support employment opportunities for Aboriginal and Torres Strait Islander peoples	On track	Our contractors recorded a 14% female participation rate, and a 4% First Nations participation rate. During the quarter, we have one trainee completing a Cert III in Civil Plant Operations and one person completing a degree towards Geotechnical Engineering. Our contractors recorded an additional 83 hours for workforce training.
	Emergency services provision levels in the Project area are not adversely affected by Exploratory Works.	Positive feedback from emergency services stakeholders Participation in local disaster management groups (Gympie and Somerset Regional Councils)	On track	Ongoing regular engagement continues with local emergency response services. During the quarter, there were site familiarisation visits with Queensland Fire Department and the Brooloo, Kandanga and Yabba Creek Rural Fire Service brigades.
Housing and Accommodation	Project responds to changing community accommodation needs to reduce the risk of adversely affecting tourism suppliers in the region.	Track short-term accommodation used by workforce (within a 1.5hr drive region)	On track	During the quarter, Queensland Hydro and contractors used a total of 20 in-community accommodation rooms in the region, including providers in Imbil, Gympie, Kilcoy and the Sunshine Coast region.

Stream	Desired Outcome	KPI	Overall performance	Q4 commentary
Local Business and Industry Procurement	Enhanced economic prosperity for Project Area and Regional Area businesses	Support local suppliers within the Project Area catchment (Gympie and Somerset) to participate in procurement opportunities, through early engagement supplier visibility and procurement design	On track	Queensland Hydro delivered three industry briefing sessions in Kilcoy, Gympie and one online attracting more than 240 registrations.
		Contribute to the Queensland Government's 30% SME objective		Participation rates:
		Aim for 30% recorded spend with local area businesses (250km radius)		- <i>Local Area (250km)</i>: Queensland Hydro recorded a total spend of 65% within 250km of the Project (Local Area). Our contractors spent 97% within 250km of the Project, with 79 local businesses engaged in the Contractor's supply chain. - <i>Small and medium enterprises (SME)</i>: Queensland Hydro recorded total spend of 31%% with SMEs. Our contractors spent 74% with SMEs, engaging 59 small and medium businesses through the contractor supply chain. - <i>Project Area (Gympie and Somerset LGA)</i>: Queensland Hydro recorded a total spend of 7%% within the Project Area. Our contractors recorded 38% of total spend sourced from Gympie and Somerset LGAs, with 19 Project Area businesses engaged in the Contractor's supply chain. - <i>75km Radius (inc. Project Area)</i>: Queensland Hydro recorded a total spend of 25% within a 75km radius of the Project. Our contractors recorded 61% of total spend sourced from within a 75km radius of the Project, with 40 businesses engaged in the Contractor's supply chain.
	Enhanced economic prosperity for First Nations owned and/or managed businesses.	Support Aboriginal and Torres Strait Islander (ATSI) business participation	On track	Industry briefing sessions held in Kilcoy, Gympie and online covered opportunities for ATSI business participation for the 240 participants.
		Encourage diverse and female-owned supplier participation		<i>First Nations business participation rate</i> : 2% of businesses engaged in the Contractor's supply chain during the quarter were registered First Nations owned or managed businesses.
	Enhanced economic prosperity for diverse suppliers and social enterprises, including female-owned businesses	Encourage participation by diverse suppliers and social enterprises, including female-owned businesses	On track	Three industry briefing sessions in Kilcoy, Gympie and one online attracting more than 240 registrations provided information for diverse suppliers and social enterprises to be involved with Exploratory Works.

Stream	Desired Outcome	KPI	Overall performance	Q4 commentary
	Enhance patronage at local businesses in nearby communities	Positive feedback from small local businesses Local business information and contact details are made readily accessible for workforce	On track	Queensland Hydro continues to engage with local business through monthly check-ins, and supports local businesses where feasible, including suppliers such as local cafes, bakery and other catering businesses, waste removal, mechanics and land maintenance, small civils and earthmoving, weed, seed and cleaning providers and hardware businesses.
	Maintain positive relationships with key businesses indirectly impacted by the Project and factor peak visitor periods into construction schedule	Strategies to avoid tourism impacts developed collaboratively	On track	Monthly check-ins were undertaken with 18 of the key businesses in Imbil during the period. Engagement has started with businesses in Jimna and Kilcoy. During the quarter, three industry briefings were held, with over 200 businesses from the Gympie, Somerset and Sunshine Coast regions in attendance.
Community Health & Wellbeing	Project workforces exhibit good behaviour while on site and in the community and any concerns are resolved quickly	Implement Project Code: <i>Living and working on the Borumba Project</i> Community concerns about Queensland Hydro workforce and contractor behaviour addressed appropriately and 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	Local emergency services capacity not adversely affected Positive feedback from emergency services provider in relation to Project demand Initiatives to support and upgrade emergency response capability e.g. radio network upgrades, provision of onsite ERT to respond to emergency situations and accidents	On Track	There is a permanent presence of two paramedics on site as well as a four-person Emergency Response Team. During the quarter, one non-work-related instance required a contractor to be taken to hospital via ambulance. The worker was discharged the same day, after a period of observation. There were no work-related instances where emergency or medical services were required.
	Minimise Project demand on health and medical services in nearby communities	Provision and management of adequate first aid treatment on site, and medical facilities (paramedic and access to telehealth doctor) at the accommodation facility to treat non-resident workforce	On track	There is a medical clinic on site to manage illness and injury, staffed by two paramedics and a telehealth general practitioner as needed.

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	Support initiatives to enhance health and medical capacity in nearby communities	Provision of Imbil medical centre facilities and associated support to reestablish the service	On track	Continue to provide a commercial office-space for the local medical centre in Imbil.
	Minimise environmental health risk factors	Implementation of measures outlined in the Construction Environment Management Plan and supporting management plans	On track	Applicable site works are being carried out in accordance with the Construction Environmental Management Plan (CEMP) which was agreed with the Coordinator General.
	Minimise project associated disruptions to cultural heritage values	Any concerns around cultural heritage are investigated and addressed in a timely manner in accordance with the protocols in the Early Works Agreement	On track	Project areas 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. Agreed recommendations are implemented during construction in accordance with the EWA.
	Appropriate traffic management measures and project associated traffic impacts minimised	Traffic complaints addressed per complaints policy Early engagement with stakeholders affected by construction traffic or wait times	Continued improvement	Of the complaints received this quarter, three were related to traffic. Queensland Hydro has implemented the following measures as part of a continual improvement process: • Project-related vehicles (including contractors) are equipped with an In-Vehicle Monitoring System, which captures 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)	Implementation of any agreed management measures as required to stakeholder satisfaction	On track	Ongoing communications with sensitive receptors including two educational facilities. 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.

Stream	Desired Outcome	KPI	Overall performance	Q4 commentary
	Enhanced community benefits and investments in the Project Area	Ongoing community benefits delivery	On track	Awarded Community Grants to 16 local community groups across the Gympie and Somerset regions, supporting locally led initiatives that deliver meaningful benefits to communities closest to the Project. Place-based investment continued through Council-led projects, with Somerset Regional Council completing works at Aston Park and Gympie Regional Council progressing the upgrade of Williams Street in Imbil. Queensland Hydro sponsored a number of local events, including the GourMay Food Festival, Gympie Rally Queensland Event (Mary Valley Stage) and the Kilcoy Hospital Auxiliary Fete, supporting local economies and fostering community connection in the project area.

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