Queensland Hydro

SOCIAL ASSESSMENT MANAGEMENT PLAN

# SAMP REPORT
# Q1, Financial Year 2026/2027
# (1 July 2026 – 30 September 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 1 of the Financial Year 2026-27 (1 July 2026 to 30 September 2026).

Key highlights for the reporting period include:

- **Traffic calming workshop**

  Queensland Hydro brought together members of the Stakeholder Reference Group and the Imbil and Surrounds Focus Group for a collaborative traffic calming workshop focused on enhancing community safety in Imbil. Building on discussions initiated in 2025, participants walked through the main centre of Imbil, to identify existing strengths and opportunities for safety improvements. The workshop explored non-infrastructure solutions, including signage, education, awareness campaigns, wayfinding and community-led behavioural change initiatives, with ideas considered from the perspectives of residents, businesses, students, families and visitors. The session generated a range of practical, community-informed recommendations aimed at improving safety, accessibility and the overall experience of moving around the township. Queensland Hydro is now working with Gympie Regional Council and the Department of Transport and Main Roads to explore alignment with existing place-based initiatives and opportunities for joint implementation as the Project progresses.

- **Community benefits program**

  During the quarter, the revitalised Aston Park Precinct in Kilcoy was officially opened, delivering a community space that enhances connectivity, amenity and visitor experiences in the town centre. Queensland Hydro provided funding through its Community Benefits Program to support Somerset Regional Council's delivery of the precinct revitalisation works. This funding forms part of Queensland Hydro's broader $1.25 million commitment to community infrastructure and revitalisation initiatives in Kilcoy. The completed precinct includes additional car parking, RV and long-vehicle spaces, upgraded public amenities, wayfinding and interpretive signage designed to encourage visitation and support local businesses. The Aston Park project highlights the positive outcomes that can be achieved through partnerships with local government to deliver infrastructure that strengthens local communities.

- **Regional industry capability and workforce collaboration**

  Queensland Hydro continued to support local industry participation and workforce development through collaboration with regional stakeholders, industry organisations and major project proponents. In partnership with the Somerset Business Chamber, Queensland Hydro supported the delivery of *Major Projects Connect*, bringing together local businesses with representatives from Queensland Hydro, Powerlink, Seqwater, principal contractors FKG and Sirrom, as well as local government and Queensland Government. The aim of *Major Projects Connect* is to strengthen regional connection and increase awareness of future infrastructure opportunities.

  Queensland Hydro also participated in regional Jobs and Skills Roundtables across the Sunshine Coast, Gympie and Wide Bay Burnett regions, providing project updates while engaging with employers, training providers, workforce organisations and other major project proponents to better understand regional workforce needs, skills challenges and employment pathways. Together, these activities strengthened regional collaboration and helped position local businesses and workers to participate in future infrastructure investment opportunities, while informing workforce participation planning for future project phases.

A table reporting against the SAMP desired outcomes follows.

| Stream | Desired Outcome | KPI | Overall performance | Q4 commentary |
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| **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 in line with the agreed Community and Stakeholder Engagement Plan published on the Queensland Hydro website. Highlights include:<br>- attending the Kilcoy and Mary Valley shows and talking with more than 300 community members across both events<br>- holding three (3) mobile offices, including two in Kilcoy and one in Jimna<br>- undertaking business check-ins with 18 businesses across the Kilcoy and Jimna areas, and 19 businesses in Imbil<br>- distributing three monthly works updates and one newsletter electronically to Queensland Hydro's 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. Queensland Hydro received two Project-related complaints for the quarter, concerning traffic and road safety.<br><br>During the quarter, 114 stakeholder enquiries were received. Response times were met in line with Queensland Hydro's Complaints Enquiries and Feedback Policy, with an average resolution time of three (3) 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, 826 communications were documented. Of these communications, 65% were originated by Queensland Hydro (proactive communication).<br><br>The majority (>90%) of communication with 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.<br><br>Works notifications are issued to affected local residents at least five working days before works commence (excluding unplanned works). 11 targeted works notification were |

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| | | | | distributed by post and email to those impacted, with additional targeted updates and notifications to individual landholders about specific activities on or near their properties. |
| **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 for the quarter:<br>- *Local Area (250km)*: 62% of total recorded Contractor labour hours were drawn from the Local Area. Combining Queensland Hydro and Contractor labour hours, 79% of total labour hours were completed by local area residents<br>- *Project Area (Gympie and Somerset LGA)*: 11% of total recorded Contractor labour hours were drawn from the Gympie and Somerset LGA<br>- *75km Radius (inc. Project Area)*: 35% 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<br><br>Support training and up-skilling of Queenslanders, including apprenticeships and traineeships, where relevant and proportionate to the scope of the Works<br><br>Support employment opportunities for Aboriginal and Torres Strait Islander peoples | On track | Our contractors recorded a 16% female participation rate, and an 8% First Nations participation rate.<br><br>During the quarter, we had four trainees work towards completing a Cert III in Civil Plant Operations and one person completing a degree towards Geotechnical Engineering.<br><br>Our contractors recorded a 5% participation rate among young people and six hours of other workforce training.<br><br>Queensland Hydro continued to support workforce participation outcomes through collaboration with Workforce Australia, Regional Jobs Committees, Regional Development Australia training providers and principal contractors.<br><br>During the quarter, Queensland Hydro participated in the Sunshine Coast and Gympie Jobs and Skills Round table to better understand regional workforce needs, future skills requirements and employment pathways. Queensland Hydro also supported *Trade Up – Construction Careers in the Gympie Region*, which connected jobseekers and career advisers with employers, training providers and support services to promote careers in the construction sector. These activities will help inform future workforce participation |

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| | | | | planning and strengthen connections between industry, training and employment opportunities across the region. |
| | Emergency services provision levels in the Project area are not adversely affected by Exploratory Works. | Positive feedback from emergency services stakeholders<br><br>Participation in local disaster management groups (Gympie and Somerset Regional Councils) | On track | Ongoing regular engagement continues with local emergency response services, with 23 interactions recorded during the period. Engagement during the reporting period was routine in nature, with no issues raised by emergency service representatives.<br><br>A meeting was held with representatives from Gympie local area command, Queensland Police Service, to provide a project update, and a site visit with Gympie Queensland Fire Department representatives is in planning. Queensland Hydro also attended the recent Somerset local disaster management group meeting. |
| **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 the region (1.5hr drive ) | On track | During the quarter, Queensland Hydro and contractors used a total of 11 in-community accommodation nights in the region, including providers in Imbil, Gympie, Kilcoy and the Sunshine Coast region. |
| **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<br><br>Contribute to the Queensland Government's 30% SME objective<br><br>Aim for 30% recorded spend with local area businesses (250km radius)<br><br>Support local suppliers within the Project Area catchment (Gympie and Somerset) and a broader catchment of 75km radius which includes our host communities of Somerset Regional Council, Gympie Regional Council and Queensland offices | On track | Queensland Hydro continued to support local suppliers through early engagement, supplier visibility and procurement planning activities.<br><br>During the quarter, Queensland Hydro engaged with local business through regional Chamber of Commerce events including the Somerset Business Chamber's Major Project Connect initiative improving awareness of future opportunities, available support and procurement pathways.<br><br>Queensland Hydro also delivered internal capability-building initiatives to increase awareness of local participation objectives and strengthen consideration of local and regional business during procurement planning and supplier engagement activities.<br><br>Participation rates for the quarter:<br>- *Local Area (250km)*: Queensland Hydro recorded a total spend of 41% within 250km of the Project (Local Area). Our contractors spent 85% within 250km of the |

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| | | | | Project for this quarter, with 101 local businesses engaged in the Contractor's supply chain.<br>- *Small and medium enterprises (SME)*: Queensland Hydro recorded total spend of 38% with SMEs. Our contractors spent 61% with SMEs, engaging 86 small and medium businesses through the contractor supply chain.<br>- *Project Area (Gympie and Somerset LGA)*: Queensland Hydro recorded a total spend of 8% within the Project Area. Our contractors recorded 12% of total spend sourced from Gympie and Somerset LGAs, with 25 Project Area businesses engaged in the Contractor's supply chain.<br>- *75km Radius (inc. Project Area)*: Queensland Hydro recorded a total spend of 15% within a 75km radius of the Project. Our contractors recorded 59% of total spend sourced from within a 75km radius of the Project, with 63 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<br><br>Encourage diverse and female-owned supplier participation | On track | Queensland Hydro continued to support First Nations business participation through its Supply Nation membership and engagement with Indigenous supplier networks. Activities during the quarter included increasing awareness of Indigenous supplier capability and procurement pathways through Supply Nation engagement, participation in the Queensland Government's Procurement and Contract Management Community of Practice: Purposeful Public Procurement, and regional industry engagement initiatives. These activities supported supplier visibility and encouraged participation by Indigenous-owned, diverse and female-owned businesses in future project opportunities.<br><br>*First Nations business participation rate*: 6% 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 | Queensland Hydro continued to encourage participation by diverse suppliers, social enterprises and female-owned business through supplier engagement and industry capability initiatives. Activities during the quarter included participation in the Queensland Government's *Procurement and Contract Management Community of Practice: Purposeful Public* |

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| | | | | *Procurement* and regional industry engagement events, helping to strengthen understanding of inclusive procurement practices, increase awareness of procurement pathways, and improve visibility of future project opportunities. |
| | Enhance patronage at local businesses in nearby communities. | Positive feedback from small local businesses<br><br>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 the Kilcoy and Jimna area, and 19 local businesses in Imbil. |
| **Community Health & Wellbeing** | Project workforces exhibit good behaviour while on site and in the community and any concerns are resolved quickly. | Implement Project Code: *Living and working on the Borumba Project*<br><br>Community concerns about Queensland Hydro workforce and contractor behaviour addressed appropriately and resolved quickly | On track | During the quarter, one concern was raised by a community members regarding workforce behaviour (driver behaviour) on Bella Creek Road. This matter was investigated and resolved in line with Queensland Hydro's complaint policy.<br><br>All contractors are inducted through the Workforce Project Code: *Living and working on the Borumba Project.* |
| | Minimise Project demand on emergency services from nearby communities. | Local emergency services capacity not adversely affected<br><br>Positive feedback from emergency services provider in relation to Project demand<br><br>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. The emergency response equipment has recently been expanded to include a fire tanker and a fast attack fire appliance, to mitigate risks of grass/bush fire as we enter drier conditions.<br><br>During the reporting period, there was one instance where assistance from local emergency services was requested in response to a bushfire at the Project site. No other requests for response from local emergency services were recorded, and there was no Project demand on nearby health or medical services.<br><br>No specific feedback was received from emergency service providers in relation to Project demand during the reporting period. Ongoing engagement continued with local emergency response services, with 23 interactions recorded. |

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| | | | | During the period a meeting was held with representatives from Queensland Police Service to provide a project update. Queensland Hydro attended the Somerset Local Disaster Management Group as an observer. |
| | 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. |
| | 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 | Cultural heritage matters for Exploratory Works continue to be managed in accordance with the requirements of the EWA. This includes early works inspections (EWIs) and monitoring for any activities which may impact on Aboriginal cultural heritage. Agreed recommendations from the EWIs are documented and implemented by Queensland Hydro and contractors.<br><br>The number of cultural heritage monitors on-site has been increased in response to increased site activity, and monitors have been provided with a dedicated office space. Setup of an on-site archaeological laboratory is also underway and is scheduled to be complete in October, 2026. This workspace will facilitate the analysis and accessioning of artefacts by Kabi Kabi monitors and their archaeologists. |
| | Appropriate traffic management measures and project associated traffic impacts minimised. | Traffic complaints addressed per complaints policy<br><br>Early engagement with stakeholders affected by construction traffic or wait times | Continued improvement | Two Project-related complaints were received this quarter, both related to traffic. Queensland Hydro continues to monitor driver behaviour using the following measures:<br>Project-related vehicles (including contractors) are equipped with an In-Vehicle Monitoring System, which captures data such as location, speed, and harsh braking, which is reviewed weekly to ensure compliance. |

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| | | | | All Project-related heavy vehicle convoys (more than 3 trucks) travel with a lead vehicle to dictate the speed, and relay traffic or road conditions to the trucks.<br>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.<br>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 management plan is being developed to detail specific measures to manage Project traffic impacts on their operations. |
| | Enhanced community benefits and investments in the Project Area. | Ongoing community benefits delivery | On track | A new round of Community Grants was launched across the Gympie and Somerset regions, supporting locally led initiatives that deliver meaningful benefits to communities close to the Project. Recipients are expected to be announced in November 2026.<br><br>During the quarter, a range of initiatives were sponsored that support local economies and foster community connection in the project area. Highlights include involvement in the Tom Quilty Gold Cup, Sculptures on Mary, Gympie Business Awards (to be held in October 2026), the Heart of Gold International Film Festival, and the Kilcoy and Mary Valley regional shows. |

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