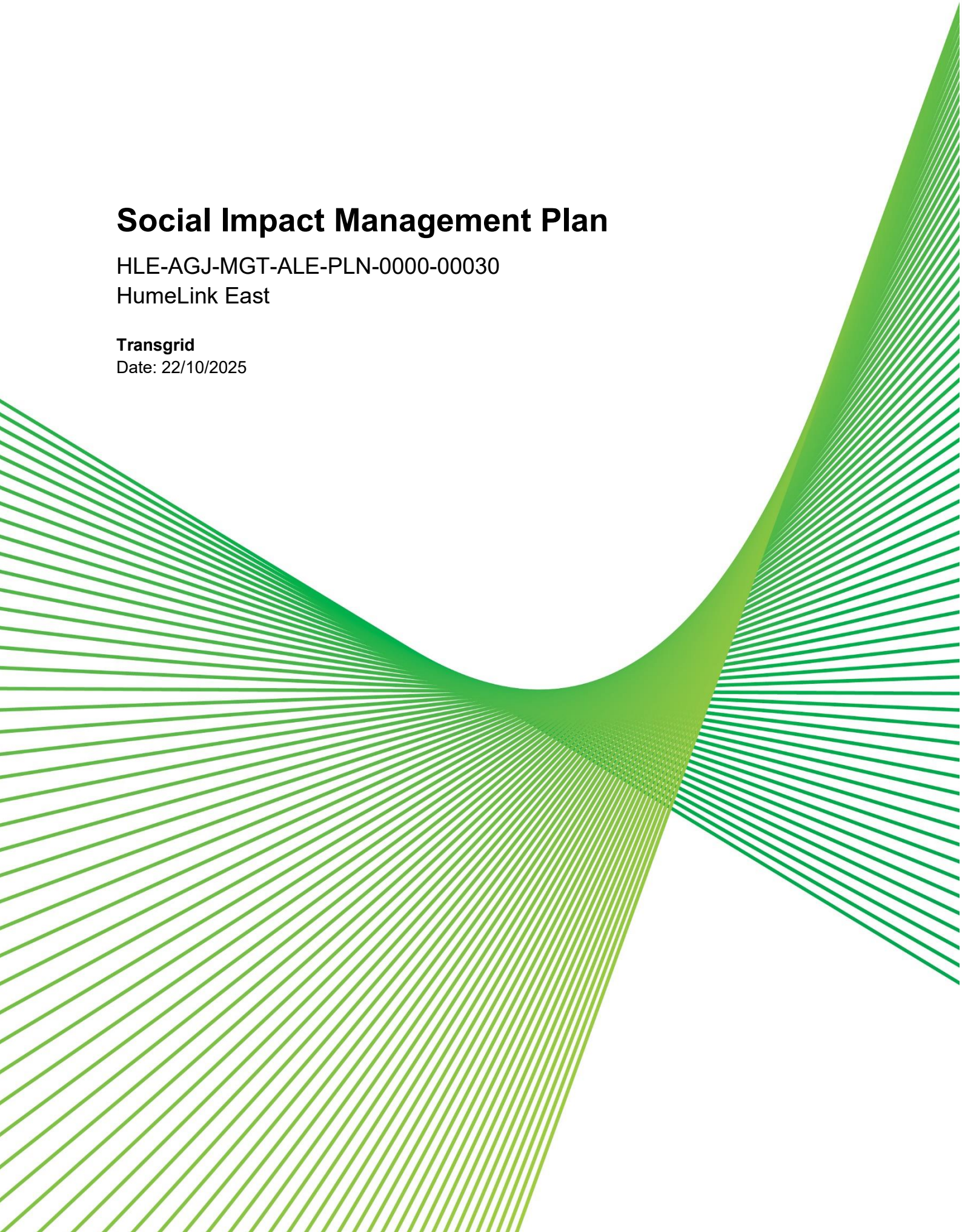


Social Impact Management Plan

HLE-AGJ-MGT-ALE-PLN-0000-00030
HumeLink East

Transgrid
Date: 22/10/2025



HumeLink East



acciona



GENUS

Social Impact Management Plan

HLE-AGJ-MGT-ALE-PLN-0000-00030 | Rev 05








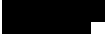


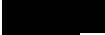

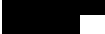





DOCUMENT CONTROL

APPROVAL AND AUTHORISATION

	Name	Signature	Date
Prepared By:			22/10/25
Approved By:			22/10/25
Principle Endorsement:			22/10/25

This document must be completed, approved and signed by the Project Manager, Managing Director and Principal Representative before the commencement of work. It is acknowledged that this Project Management Plan is valid nationally and incorporated the Health and Safety coordination plan required by each state's OHS legislation and has been tailored to suit this particular project.

DOCUMENT STATUS

Revision History				
Rev:	Date:	Pages:	Revised By:	Description:
A	17/01/2024	All		For submission to Transgrid
B	22/03/2024	All		Update to address Transgrid comments
C	17/05/2024	All		Update to address Transgrid comments
D	31/05/2024	7 and 26		Update to address Transgrid comment
00	25/06/2024	Nil		Final for submission to Transgrid. IFU.
01.1	19/12/2025	All		Update to reflect CoA's
01.2	6/03/2025	All		Update to address comments from ER and client
01.3	17/04/2025	All		Update to address comments from community consultation
01.4	9/05/2025	All		Update to address ER comments
01.5	28/05/2025	Several		Update to include additional consultation and align with staging request
01.6	30/05/2025	Page 5		Update to reference A8 in Table 2
01.7	10/07/2025	All		Update to address DPHI review comments
01.8	29/07/2025	Several		Update to address DPHI review comment
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02.1	17/09/2025	Several		Update to address Stage 2 SIMP
02.2	8/10/2025	Several		Update to address TG and ER comments
03	9/10/2025	Table 8 and Table 12		Update to address ER comment – for DPHI submission
04	17/10/2025	Appendix G		Update to address DPHI comment
05	22/10/2025	Appendix G		Update to address DPHI comment

Revision History

History Reference:

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GLOSSARY

Abbreviations	Expanded text
Abbreviations	Expanded text
ABS	Australian Bureau of Statistics
AGJV	Acciona Genus Joint Venture
AND	Australian Network for Disabilities
AR	Amendment Report
ASA	Australian Spatial Analytics
CEMP	Construction Environmental Management Plan
CoA	Conditions of Approval
COVID	Coronavirus disease
CSSI	The Critical State Significant Infrastructure, as described in Schedule 1, the carrying out of which is approved under the terms of the SSI 36656827 approval
DECC	Former Department of Environment and Climate Change
DPE	Department of Planning and Environment (now NSW Department of Planning, Housing and Infrastructure)
EIS	Environmental Impact Statement
EPA	NSW Environment Protection Authority
EPL	Environment Protection Licence
GP	General Practitioner
Hold point	A verification point that prevents work from commencing prior to release
ID	Identification
IS	Infrastructure Sustainability
ISCA	Infrastructure Sustainability Council of Australia
LGA	Local Government Area
NEM	National Electricity Market
NSW	New South Wales
NSW DPHI	NSW Department of Planning, Housing and Infrastructure
PIR	Preferred Infrastructure Report
POEO Act	Protection of the Environment Operations Act 1997 (NSW)
Project, the	HumeLink East Project
Secretary	Secretary of the NSW Department of Planning and Environment or nominee, whether nominated before or after the date on which this approval was granted
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan

Abbreviations	Expanded text
SSD	State Significant Development
TAFE	Technical and Further Education
UMM	Updated Mitigation Measure
WSAT	Worker Safety Authorisation and Training

1. INTRODUCTION

1.1 CONTEXT

This Social Impact Management Plan (SIMP or Plan) forms part of the Construction Environmental Management Plan (CEMP) for the HumeLink East Project (the Project) and has been prepared for activities undertaken during the construction phase of the Project.

The Plan has been informed by the Social Impact Assessment (SIA) undertaken as part of the Project Environmental Impact Statement (EIS) (refer to EIS Technical Report 7), the Amendment Report (AR) (refer to AR Technical Report 7) and the SIA undertaken to inform the HumeLink East Construction Worker Accommodation Consistency Assessment Report (July 2025) (refer to Consistency Assessment Report Appendix D and Appendix G of this SIMP).

A preliminary SIMP was prepared as part of the EIS SIA (Appendix F to EIS Technical Report 7).

This Plan describes how Acciona Genus Joint Venture (AGJV) proposes to mitigate and manage social impacts during construction of the Project.

1.2 BACKGROUND AND PROJECT DESCRIPTION

The Project is a once-in-a-generation investment in Australia's high voltage transmission network and is planned to support the transition to a low emissions generation portfolio. This Project is a critical part of AEMO's ISP, connecting a new 500 kV transmission link through Wagga Wagga, Bannaby and Maragle to the existing transmission network, and supporting large scale renewable energy generation.

HumeLink will reinforce Transgrid's transmission network in southern NSW to improve the flow of electricity from new generation sources in southern and western NSW to major demand centres in the State, and to customers across the National Electricity Market (NEM).

The HumeLink project is declared Critical State Significant Infrastructure (CSSI) and was approved by the NSW Minister for Planning and Public Spaces on 13 November 2024 subject to conditions.

The Project will be delivered under two separate Contract Packages - HumeLink East and HumeLink West. HumeLink East and HumeLink West will join and integrate to form the HumeLink project which will enable the Project to operate safely, reliably and efficiently as part of Transgrid's network and the NEM.

Transgrid has contracted AGJV to deliver the eastern portion of the HumeLink project.

The Project involves the expansion of the existing Bannaby 500 kilovolt (kV) substation, along with the design and construction of a new 500 kV double circuit transmission line. This new transmission line will connect the Bannaby 500 kV substation at the Wondalga interface point with HumeLink West.

Main construction works are expected to start in mid-2025. Commissioning is proposed to begin in mid-2026, construction is proposed to be complete by late 2026.

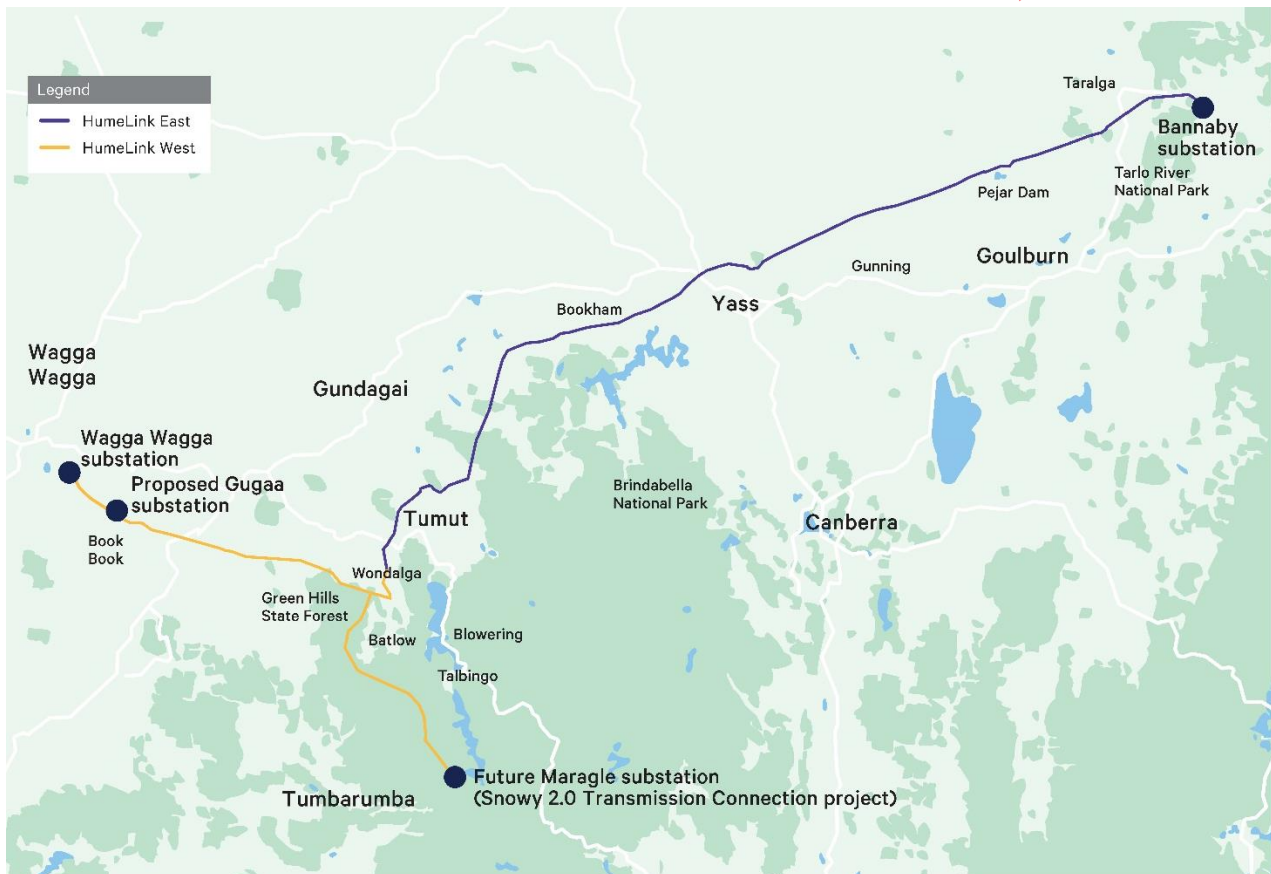


Figure 1 Indicative High-Level Scope of HumeLink East and HumeLink West

1.3 SCOPE AND STAGING

The Conditions of Approval (CoA) for the Project (B61) require preparation of a Social Impact Management Plan (SIMP). The SIMP must be in place prior to commencing construction or operation of the accommodation camps (whichever occurs first), excluding enabling works.

This SIMP pertains to the Project only. A separate SIMP is being developed for HumeLink West by the HumeLink West Joint Venture.

To reflect the sequencing of construction activities, the Project's SIMP has been delivered in two stages:

- Stage 1 addressed all construction works, excluding operation of the Crookwell Accommodation Facility.
- Stage 2 was initially intended to address all construction works, including the operation of the Crookwell Accommodation Facility.
- On 3 September 2025, the Planning Secretary agreed to a request under CoA B58 (supported by the July 2025 Construction Worker Accommodation Consistency Assessment) to not construct and operate the Crookwell Accommodation Facility and to instead lodge workers in commercial accommodation in Goulburn Mulwaree and Upper Lachlan Shire LGAs (a dispersed accommodation model).
- The Planning Secretary's agreement included a condition to update the SIMP within one month of the agreement to address the revised workforce accommodation strategy.
- This Stage 2 SIMP therefore now addresses all construction works, including the revised workforce accommodation strategy.

Stage 1 SIMP was approved by the NSW Department of Planning, Housing and Infrastructure (DPHI) on 5 August 2025. This updated SIMP (Stage 2) provides the overarching framework for managing social impacts across the full construction program. It incorporates the Stage 2 changes as described above and will take effect upon DPHI approval. It also embeds refinements identified in the Consistency Assessment—such as the Temporary Workforce Accommodation Plan and a Dedicated Accommodation Coordinator—to manage social impacts under the dispersed accommodation model.

Table 11 outlines the social impacts relevant to both Stage 1 and Stage 2 of construction.

1.4 INTERFACE WITH OTHER PLANNING DOCUMENTS

This Plan is a component of a suite of documents, prepared as part of the implementation of the Project's Environmental Management System.

These plans collectively support the delivery of the Project in a consistent and compliant manner. While some of these plans are internal management tools, others—such as the SIMP and the Community Communication Strategy—are public-facing and guide external engagement and reporting.

The Community Communication Strategy (CCS) provides the primary platform through which social impact monitoring is implemented. In addition to formal tools such as surveys and performance indicators, the SIMP draws on the CCS's integrated suite of engagement mechanisms to track community sentiment, identify emerging issues, and inform adaptive management. These include the 24/7 toll-free information line, project email and postal channels, community drop-in sessions, newsletter distribution, one-on-one landowner interactions, and property-level feedback received through Place Managers. Section 6.3 of the CCS outlines the process for managing and escalating complaints, which is a key trigger for review under the SIMP.

The CCS also details key personnel roles (Section 5.2), timelines for notifications (Section 5.4), and structured community feedback tools (Section 6.1–6.2), which directly support the performance indicators and monitoring program in Table 10 of this SIMP. By aligning the SIMP with these CCS mechanisms, the project ensures ongoing two-way dialogue and continuous, real-time monitoring of social impacts.

An overview of key interfaces with this SIMP is provided in Table 1. These related plans help operationalise various elements of the SIMP and ensure alignment between social impact management, workforce practices, community engagement, and broader project delivery. Each plan plays a distinct but interconnected role in managing the Project's social footprint and in supporting a coordinated, transparent approach to implementation.

Table 1 Key interfaces with this document

Plan	Interface
Construction Environmental Management Plan	<ul style="list-style-type: none"> Provides details on overall Project staging, interactions between Sub-Plans of the CEMP, and management of cumulative impacts Provides a framework for how the construction works will be managed Identifies procedures, processes and management systems that will apply in relation to construction activities Provides environmental planning and controls for construction including environmental risk assessment, regulatory requirements, protection measures and sustainability requirements
Accommodation Camp Management Plan(s)	<ul style="list-style-type: none"> Applies to Adjungbilly (AC04) and Yass (AC05b) only Provides a framework for how the camps will be managed Indicate compliance with relevant council specification and standards Provides the site layout including building locations, vehicle access and movement, site servicing and utilities infrastructure Includes measures to support local suppliers in servicing the camp where possible
Temporary Workforce Accommodation Plan	<ul style="list-style-type: none"> Outlines strategies to accommodate the construction workforce in Crookwell and surrounds, while minimising impacts on local communities and infrastructure Integrates with the SIMP to manage broader social impacts of the project Includes a framework aligned with the SIMP for tracking and addressing accommodation-related issue Refer to Appendix H of this SIMP.
Local Business and Employment Strategy	Describes options for prioritising the employment of local and Aboriginal workforce and suppliers for the construction of the development, where feasible
Community Communication Strategy	<ul style="list-style-type: none"> Establishes a clear framework for engaging with and informing the community about the Project's progress, key milestones, potential disruptions, and mitigation measures Ensures consistent and transparent communication across multiple channels (e.g., public meetings, social media, newsletters, website)

Plan	Interface
	<ul style="list-style-type: none"> • Outlines methods for addressing community concerns, feedback, and complaints in a timely and constructive manner. • Acts as the practical implementation tool for the community-facing components of the SIMP, ensuring that all communication, engagement, and feedback processes align with the goals of managing and mitigating social impacts • Publicly available at https://www.transgrid.com.au/media/221fthjf/community-communication-strategy-revc.pdf
Worker and Workforce Development Plan	<ul style="list-style-type: none"> • Details how the Project will support workforce development and industry participation • Identifies immigration, education and training providers, employer services providers and other organisations involved in the delivery of the workforce development activities • Identifies relevant nationally recognised and accredited training, upskilling opportunities and relevant non-accredited training
Community Investment and Benefit Plan	<ul style="list-style-type: none"> • Describes Project initiatives for positive social and economic contributions in local communities • Describes approach to identifying potential local initiatives to be managed in partnership with local Aboriginal organisations • Describes approach to explore opportunities to repurpose temporary infrastructure to address local infrastructure need
Aboriginal Participation Plan	<ul style="list-style-type: none"> • Provides details on how the contractor plans to create opportunities for Aboriginal Owned Businesses, support Aboriginal and Torres Strait Islander employment and training • Details how the Project will achieve its Aboriginal Participation targets
Local Industry Participation Plan	<ul style="list-style-type: none"> • Provides details on the current and future industry participation and development needs for the Project • Provides details of how the Contractor intends to identify and maximise opportunities for local and Australian industry participation (in accordance with the Transgrid Australian Industry Participation Plan) • Details how the Project will achieve its Local and Australian industry participation targets

2. RELEVANT REQUIREMENTS, OBLIGATIONS AND GUIDELINES

2.1 GUIDELINES AND STANDARDS

Requirements, obligations and commitments relevant to the Project and related to social impact management are contained within:

- The New South Wales (NSW) *Social Impact Assessment Guideline* (NSW DPHI, 2025) and the *Social Impact Management Plan Toolbox* (NSW Department of Planning and Environment, 2023);
- *Undertaking Engagement Guidelines for State Significant Projects* (NSW DPHI, 2024);
- *Practice Note – Engaging with Aboriginal Communities* (NSW DPHI, 2024a)

This section sets out relevant aspects of these instruments and describes how they have been considered in this SIMP.

2.2 CONDITIONS OF APPROVAL

The CoA relevant to this Plan are listed in Table 2. A cross reference is also included to indicate where and the conditions are addressed in this Plan.

2.3 UPDATED MITIGATION MEASURES

Relevant Updated Mitigation Measures (UMMs), as identified in Appendix B of the AR, are listed in Table 3. A cross reference is also included to indicate where and how the conditions are addressed in this Plan or other Project management documents.

2.4 SIA GUIDELINE

The SIA Guideline (NSW DPHI, 2025) sets out requirements for the preparation of a SIMP as well as expected content. It describes that the SIMP should integrate the practical arrangements for monitoring and adaptively managing social impacts within the overarching environmental management systems.

While the SIA Guideline does not prescribe a specific format for the SIMP, it details the necessary content that should be included. These considerations and the location in this Plan where they are addressed, are outlined in Table 4. The SIA Guideline also requires that authors of SIA Reports must be ‘suitably qualified persons’, including having:

- Suitable qualifications in a relevant social science discipline (e.g. sociology, human geography, anthropology, social or community planning), and/or;
- Proven experience over multiple years and substantial competence in social science research methods and SIA practices (NSW DPHI, 2025, p. 37).

This SIMP has been prepared by suitably qualified persons. Appendix A sets out the qualifications, experience and affiliations of the contributors to this SIMP.

Table 2 CoA relevant to the Social Impact Management Plan

CoA No.	Condition Requirements	Document Reference
A8	Where conditions of this approval require consultation with an identified party, the Proponent must:	Section 3
	(a) consult with the relevant party prior to submitting the subject document to the Planning Secretary for approval; and	
	(b) provide details of the consultation undertaken including: <ul style="list-style-type: none"> i. the outcome of that consultation, matters resolved and unresolved; and ii. details of any disagreement remaining between the party consulted and the Proponent and how the Proponent has addressed the matters not resolved. 	
B61	Prior to commencing construction, or commencing operation of the accommodation camps (whichever is first) excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64, the Proponent must prepare a Social Impact Management Plan for the development, to the satisfaction of the Planning Secretary. This plan must:	This plan
	(a) be prepared by suitably qualified and experienced persons/s;	Appendix A
	(b) be prepared having regard to the EIS commitments for the preparation of the Social Impact Management Plan;	Section 4
	(c) be developed in consultation with Councils and relevant affected stakeholders;	Section 3
	(d) include a summary of the social baseline and assessment of social impacts and risks, including the social impact ratings;	Section 4
	(e) refer to and be consistent with the strategy in condition A22	Note, condition A22 does not refer to a strategy. AGJV have assumed B61(e) is intended to refer to the Community Communication Strategy required under condition A24. This SIMP has been prepared with consideration of the Community Communication Strategy, as identified in: <ul style="list-style-type: none"> • Section 1.4 • Section 2.3 • Section 4.6
	(f) describe the measures that would be implemented to enhance positive social impacts from the development;	Section 5
	(g) describe the measures that would be implemented to manage and mitigate negative (and cumulative) social impacts, including: <ul style="list-style-type: none"> iii. impacts to near neighbours and the broader community; iv. impacts to community cohesion, safety, health and wellbeing; v. access to social infrastructure and services; vi. impacts to housing availability and affordability; vii. impacts to tourism; viii. labour draw and impacts to local businesses and services; ix. cumulative social impacts associated with other State significant development projects in the area 	Section 5

CoA No.	Condition Requirements	Document Reference
	<p>(h) include a program to monitor, evaluate and publicly report on the effectiveness of these measures and any social impacts of the development, including:</p> <ul style="list-style-type: none"> i. identifying performance indicators, incorporating trigger action response plan; ii. a yearly independent survey of the attitudes of the community about the development; iii. procedures for analysing and comparing the results of monitoring and surveys against the baseline, the predicted social impacts and results of previous monitoring and surveys; iv. recording community engagement and complaints as they relate to social issues; v. adaptive management measures implemented or proposed; and preparing a quarterly monitoring report, to be publicly available on the project website; vi. preparing a quarterly monitoring report, to be publicly available on the project website; and 	Section 5.1
	(i) include details of who would be responsible for monitoring, reviewing and implementing the plan	Section 6
	Following the Planning Secretary's approval, the Proponent must implement the Social Impact Management Plan for the duration of construction	This plan will be implemented for the duration of construction.

Table 3 UMMs relevant to the Social Impact Management Plan

Aspect	Commitment	Document Reference
SO2	<p>Information will be provided to the construction workers that includes:</p> <ul style="list-style-type: none"> • information on community services and recreation facilities, events and tourism activities • details on how to access health services including dedicated telehealth services organised by Transgrid • a company contact if help is needed • Code of Conduct to minimise the incidence of risk drinking and drug behaviours 	First and third bullet points will be addressed in accommodation camp inductions. Second bullet point addressed in Accommodation Camp Management Plan (s) (Section 8) and considered in Table 11 of this SIMP as a mitigation measure. Final bullet point addressed in AGJV Code of Conduct.
SO3	Emergency services will be regularly updated on work plans and access routes in the event of an emergency	Addressed in Bushfire Emergency Management and Evacuation Plan (Appendix A (Act section)) and considered in Table 11 of this SIMP as a mitigation measure
SO4	Any opportunities for appropriate long-term use for the worker accommodation facilities (or component parts thereof) will be identified in consultation with councils and the relevant landowner/s	Note this is a Transgrid responsibility. However, considered in Table 11 of this SIMP in reference to community benefit and engagement
SO5	Each worker accommodation facility will include appropriate food and catering facilities, fitness and recreational facilities, parking spaces and first aid facilities	Addressed in Accommodation Management Plan (s) (Section 8 and Appendix B) and considered in Table 11 of this SIMP as a mitigation measure
TT8	<p>Community and stakeholder communication strategies will be established and implemented to notify the affected communities, visitors, emergency services and relevant road and rail authorities in advance of any disruptions to traffic, anticipated delays, disruptions to property access and changes to travel routes</p> <p>The strategies will be developed including details on communication channels, frequency of communication and response measures in relaying information to the community and stakeholders</p>	Addressed in Traffic and Transport Management Plan (Section 4.2) and broadly in the Community Communications Strategy. Also considered in Table 8 of this SIMP in reference to community engagement as a mitigation measure

Aspect	Commitment	Document Reference
EC2	<p>Liaison will occur with local councils, interest groups, economic development organisations, local chambers of commerce and State government to:</p> <ul style="list-style-type: none"> • notify local businesses of the goods and services required by the project, service provision opportunities and compliance requirements of businesses to secure contracts • encourage and support local business in meeting the requirements of the project for supply contracts • assist qualified local businesses to tender for provision of goods and services to support the construction of the project, where possible 	Table 11, Area of Social Impact: Cumulative social impacts associated with other State Significant Development (SSD) projects in the area (SIMP21)

Table 4 How the SIA Guideline has been met (Source: (NSW DPHI, 2025, p. 27)

SIA Guideline SIMP inclusions	Document Reference
A project summary	Section 1
How social impacts were identified, plans for mitigation or enhancement, and management commitments	Section 4
How engagement informed the plan, including the engagement strategy and future activities, and how these will inform monitoring and management	Section 3
Measurable and defined targets and actions for monitoring, reporting, auditing and reviewing progress, with clear numbering, wording and commitments to locations, timing, frequency, method and responsibilities	Section 5 and Section 6
A commitment to measure results and report these findings via the project website	Section 6.2
How shortfalls will be addressed – for example, if a target is not being met or an impact is being inadequately managed, the steps to address and report on the shortfall	Section 6.1

3. CONSULTATION

3.1 OBJECTIVES OF ENGAGEMENT

Between January 2025 and July 2025, The AGJV, in collaboration with AAP Consulting Pty Ltd, conducted a staged program of community engagement activities to inform the development of this SIMP. This was undertaken to ensure local knowledge, expectations and lived experience informed the proposed management measures. It also provided an opportunity to identify new or emerging impacts, validate the findings of the SIA and strengthen trust through meaningful dialogue.

This engagement was guided by the requirements of Condition of Approval B61(g), with B61(c) requiring the SIMP to be developed in consultation with Councils and relevant stakeholders. The objectives of the engagement process were to:

- Sense check social impacts – by identifying any new or locally specific impacts that may have emerged since the original SIA was approved
- Evaluate mitigation measures – by gathering feedback on the proposed strategies and performance targets, and exploring opportunities to enhance them
- Promote transparency – by clearly communicating how stakeholder input is considered in project decisions
- Strengthen community ties – by building trust and improving outcomes through ongoing collaboration with local stakeholders.

3.2 ENGAGEMENT APPROACH

Engagement was delivered in two stages, aligning with the delivery of this SIMP:

- **Stage 1 (January – May 2025):** Focused on social impacts and mitigation measures relating to construction activities and workforce accommodation planning, excluding the operation of the Crookwell camp. This stage included focus groups, one-on-one meetings, drop-in sessions, surveys, newsletters, and PMP engagement.
- **Stage 2 (April – July 2025):** Focused on the revised workforce accommodation strategy, specifically the decision not to proceed with the Crookwell camp (AC06) and instead utilise dispersed accommodation across Goulburn Mulwaree and Upper Lachlan Shire LGAs. Engagement included targeted council meetings, consultation with accommodation providers, focus groups, drop-in sessions, and a dedicated community survey.

Across both stages, engagement was designed to be both targeted—focusing on stakeholder groups with a clear interest in specific social themes—and inclusive by providing opportunities for broader community participation.

Targeted stakeholder engagement focused on the social impacts most relevant to each group's interests, responsibilities, or potential exposure and included stakeholders such as local councils, emergency services, business and industry, Aboriginal and First Nations groups, community groups, service providers and tourism bodies (refer to Appendix B for targeted stakeholder list). These stakeholders were also provided with a draft version of the SIMP to review how their feedback during engagement had been addressed. This gave them a further opportunity to review the final draft and provide any additional comments prior to its submission to DPHI.

Engagement methods included one-on-one discussions, focus group meetings, targeted feedback sessions and emails. Additional feedback was also gathered through ongoing one-on-one engagement with directly affected landholders via the Property Management Plan (PMP) process, which has informed several of the SIMP's mitigation strategies.

To ensure the perspectives of directly affected landholders, near neighbours and residents in smaller rural communities were included, engagement activities were designed to reach both formally recognised stakeholders and informal community voices. This included:

- Targeted distribution of newsletters and survey invitations to properties located adjacent to the construction footprint and compound sites.
- Drop-in sessions in smaller localities such as Crookwell, Tumut, Gundagai and Yass — towns and villages in close proximity to the alignment which are likely to experience direct construction-related activity.

- Integration of social impact discussions into one-on-one conversations through the Property Management Plan (PMP) process, which provided a tailored channel for landholders to raise concerns and propose management solutions specific to their property or neighbourhood.
- Monitoring of survey responses to ensure a geographic spread across the alignment, with several responses received from residents in smaller rural communities (including Upper Lachlan and Snowy Valleys LGAs).

Participation by potentially vulnerable community members — such as older residents, renters, people without digital access, or those with mobility constraints — was supported through accessible and inclusive methods, including mailed newsletters, direct phone calls, drop-in sessions in accessible locations (advertised through a range of mediums), and both online and hard copy surveys with multiple access points. The engagement program also included discussions with organisations that support vulnerable groups, including employment services, health and emergency service providers, and community organisations. These stakeholders provided insight into the needs of low-income residents, jobseekers, medically vulnerable individuals, and those at risk of housing stress or social exclusion.

A key focus was to understand how the construction of the Project would impact people, and people were asked to share local knowledge about living in the local area and to discuss how they expect potential development to affect them.

The engagement techniques used to achieve the desired engagement outcomes and collect data are presented in Table 5 (Stage 1) and Table 6 (Stage 2). Information, feedback, and insights were received from over 200 responses via six key engagement tools. The table also summarises the number of active engagement participants per data collection method.

Table 5 Engagement opportunities: Stage 1

Approach	Timing	Stakeholders	Description	No. Invited	No. participated
Targeted Engagement					
Targeted meeting (online)	3 March 2025	Economic Development Managers and Tourism Economic Development Officers at Goulburn Mulwaree, Upper Lachlan Shire, Yass Valley, Cootamundra-Gundagai, Hilltops and Snowy Valley Councils	To provide an update on the SIMP and garner feedback on the proposed AGJV engagement approach	7	4
Focus Group Sessions	25 March 2025 - Goulburn	Representative from key stakeholder groups	An email invitation was sent to 135 stakeholders to invite stakeholders to register to participate in focused engagement sessions relating to the development of the SIMP	135	14
	26 March 2025 - Yass	Representative from key stakeholder groups	A follow up email was sent to 79 stakeholders as a 'reminder' to register and multiple phone calls were also made		17
	27 March 2025 - Tumut	Representative from key stakeholder groups including emergency services, community groups, business chambers and representatives, councils, Aboriginal and Torres Strait Islanders representatives and industry	<p>In total, 53 different stakeholders registered to be part of the sessions</p> <p>To help participants prepare, a follow-up 'information email' was distributed prior to each session. This included:</p> <ul style="list-style-type: none"> • The SIMP presentation deck • A link to a short pre-session survey <p>20 pre-session surveys were completed</p> <p>The sessions ran for approximately two hours and, while guided by a structured presentation, were designed to facilitate open discussion and two-way exchange</p> <p>Participants were encouraged to share their perspectives, ask questions, and reflect on the contributions of others. The format allowed stakeholders to build on each other's input, creating an opportunity for shared understanding of social impacts and their management</p> <p>Subject Matter Experts from the Project Team attended each session to provide clarification, respond to queries, and elaborate on key areas of interest. This format helped ensure that feedback captured was grounded in both local experience and an accurate understanding of the Project's scope and mitigation approach</p>		28

Approach	Timing	Stakeholders	Description	No. Invited	No. participated
			Copies of the meeting notes and attendees are found in Appendix C		
One on one meetings	27 March to 11 April 2025	Yass Chamber of Commerce Regional Development Australia - Southern NSW and ACT Regional Development Australia - Riverina Destination Riverina Murray & Destination Southern NSW Canberra Region Joint Organisation	In addition to the focus group sessions, one-on-one meetings were also held with stakeholders. These meetings were offered as an alternative to the group sessions, as a follow-up for participants seeking to explore specific issues in more detail, or for those who wished to discuss matters relevant to their particular circumstances or areas of interest in a more private setting Participants could register for one-on-one meetings with representatives from the AGJV and AAP Consulting through email or verbal request. These meetings provided a flexible and confidential forum for discussion and were tailored to the needs of each participant	8	8
Draft SIMP Review email invitation	28 April to 12 May 2025	Representative from key stakeholder groups including Councils and participants in one on one meetings and focus group sessions.	On 28 April 2025, the HumeLink East Team distributed the draft Stage 1 Social Impact Management Plan (SIMP) and stakeholder consultation minutes to over 50 stakeholders via email, inviting final feedback on the draft SIMP to incorporate any additional comments prior to submission to DPHI. These stakeholders either attended or were invited to attend the community workshop sessions for HumeLink East. Recipients were asked to reference table numbers and clearly note comments to ensure alignment with the draft document. Originally, feedback was requested by close of business Friday, 2 May 2025. To support greater participation, the response period was extended to 12 May 2025. A total of 5 stakeholders provided responses during this period, which informed the finalisation of the SIMP and ensured alignment with stakeholder concerns and Department of Planning, Housing and Infrastructure requirements.	54	5
Property Management Plan (PMP) engagements	December 2025 - (ongoing)	Directly affected landholders	One-on-one property-specific engagement to address construction access, biosecurity, land use changes and other impacts. Used to inform mitigation strategies and build landholder relationships. There are 196 PMPs to be completed on HLE that are progressively being completed based on construction scheduled and landholder availability. At the time of authorship 143 of 196 have been completed (73%).	196	143 completed PMPs

Approach	Timing	Stakeholders	Description	No. Invited	No. participated
Broader engagement					
Community drop-in sessions	12 February 2025 (Yass)	Yass and surrounds	Drop-in sessions were held in February to coincide with the commencement of enabling works for the Project and HumeLink West projects. These informal sessions provided an opportunity for community members to speak directly with project team representatives, learn more about the enabling works and the SIMP, ask questions, and provide feedback. The format was designed to be accessible and open, allowing attendees to engage at their own pace and focus on the aspects of the Project most relevant to them. There were posters specifically related to the SIMP, as well as a survey	Shared via website, January Community Newsletter distributed to email list, near neighbour and available on websites	Approx. 20 visitors
	13 February 2025 (Gundagai)	Gundagai and surrounds			Approx. 20 visitors
	14 and 26 February 2025 (Tumut)	Tumut and surrounds			Approx. 20 visitors
	25 February 2025 (Crookwell)	Crookwell and surrounds			Approx. 20 visitors
Survey and survey tool	26 January to 12 April 2025	Broader community	<p>Online community feedback surveys were made available to support broader community input into the SIMP. The survey invited feedback on proposed mitigation and management measures, as well as opportunities to enhance the social and economic benefits of the Project</p> <p>To promote participation, the survey was advertised through a direct-to-household newsletter for nearby properties, which included a summary of the SIMP and a QR code linking to the survey. It was also promoted at community drop-in sessions and the posters displayed at these events as well as via the Project specific website.</p> <p>Community members were encouraged to review a summary of the SIMP content and share their views on how the Project could better address social impacts</p> <p>The survey was made available in both digital and physical formats to support accessibility for vulnerable or digitally excluded groups.</p>	<p>Shared via website, January and March Community Newsletter distributed to email list, near neighbour and available on websites</p> <p>Shared at drop-in Sessions</p>	93 completed surveys
Dedicated project website	February 2025 to	Broader community	<p>The Project website served as a key information platform for the community during the development of the SIMP. It provided access to up-to-date project information, including background on the SIMP, key social impact themes, and proposed mitigation measures</p> <p>The website also supported engagement by hosting the online community feedback survey, allowing stakeholders to provide input at their convenience. By centralising information and feedback tools in one location, the website</p>	1360 visitors to the site between 1 February 2025 and 10 April 2025	

Approach	Timing	Stakeholders	Description	No. Invited	No. participated
			helped ensure transparency and accessibility throughout the SIMP development process		
Community Newsletters	April 2025	Broader community	<p>Community newsletters distributed in February 2025 and April 2025 included information about the SIMP. The newsletters were delivered via direct mail to households and businesses within and surrounding the Project alignment and were also made available at drop-in sessions and via the Project email distribution list.</p> <p>Each edition provided an overview of the purpose and scope of the SIMPs and encouraged community members to share feedback. A QR code linking to the online feedback survey was included to make participation more accessible</p> <p>Newsletters were made available in both digital and physical formats to support accessibility for vulnerable or digitally excluded groups.</p>	650 distributed	650
Total	-	-	-	-	2402

Table 6 Engagement Opportunities: Stage 2

Approach	Timing	Stakeholders	Description	No. Invited	No. participated
Targeted Engagement					
Phone and email – Accommodation providers	March – June 2025	Accommodation providers in Goulburn, Crookwell and surrounds	<p>Between March and June 2025, AGJV undertook targeted engagement with short-term accommodation providers in the Goulburn Mulwaree and Upper Lachlan Shire LGAs. The objective was to confirm whether existing commercial facilities could support the project's accommodation requirements in lieu of constructing a new workforce camp at AC06.</p> <p>More than 24 commercial operators were contacted via email and phone. The engagement sought to understand the number of rooms available, typical booking patterns, and willingness to accommodate workforce bookings over a sustained period.</p> <p>Many providers expressed interest in supporting the Project, citing benefits such as consistent occupancy and business certainty during off-peak seasons. A smaller number of providers declined to participate, with no specific objections raised. These businesses continue to operate and remain available for general public use.</p>	24	24

Approach	Timing	Stakeholders	Description	No. Invited	No. participated
			This engagement informed the availability of accommodation data presented in the Temporary Workforce Accommodation Plan (Appendix H) and contributed to the identification of suitable sites for accommodating the construction workforce within existing development approvals.		
Teams Meetings, briefings, phone and email – Goulburn Mulwaree and Upper Lachlan Shire Councils	April – July 2025	Goulburn Mulwaree and Upper Lachlan Shire Council and Councillors	<p>A series of targeted meetings and discussions were held with both Goulburn Mulwaree and Upper Lachlan Shire Councils between April and July 2025 to consult on the proposal to not construct the Crookwell accommodation facility and explore alternative workforce accommodation arrangements. These consultations aimed to understand potential local implications and gather stakeholder perspectives to inform both the Social Impact Assessment and the SIMP and the broader Consistency Assessment process. Engagement participants included representatives from Upper Lachlan Shire Council (ULSC), Goulburn Mulwaree Council, and relevant personnel from Transgrid and AGJV.</p> <p>Feedback from Goulburn Mulwaree and Upper Lachlan Shire Councils has informed both the assessment of potential social impacts for Stage 2 and the mitigation and management measures proposed in this SIMP.</p> <p>As part of this consultation, a Workforce Accommodation Strategy was drafted and subsequently a letter of acceptance of the proposed workforce accommodation strategy was received from both Goulburn Mulwaree and Upper Lachlan Shire Council. The accepted workforce accommodation strategy is in Appendix H.</p>	Not applicable	2 Councils
Focus Group Sessions	1 July 2025 - Goulburn	Representative from key stakeholder groups	<p>An email invitation was sent to 46 key stakeholders outlining the purpose of SIMP Stage 2 and inviting participation in focus group discussions. Stakeholders were provided with three participation options: in-person sessions in Goulburn or Crookwell, a one-on-one session by request, or the opportunity to decline attendance.</p> <p>A follow up email was sent to 32 stakeholders as a 'reminder' to register and multiple phone calls were also made</p> <p>In total, 9 different stakeholders registered to be part of the sessions</p> <p>To help participants prepare, a follow-up 'information email' was distributed prior to each session. This included:</p> <ul style="list-style-type: none"> • The SIMP presentation deck • A link to a short pre-session survey <p>0 pre-session surveys were completed</p>	46	9

Approach	Timing	Stakeholders	Description	No. Invited	No. participated
			<p>The session ran for approximately two hours and, while guided by a structured presentation, were designed to facilitate open discussion and two-way exchange. Participants were encouraged to share their perspectives, ask questions, and reflect on the contributions of others. The format allowed stakeholders to build on each other's input, creating an opportunity for shared understanding of social impacts and their management.</p> <p>Participants included representatives from councils, business chambers, emergency services, and other community organisations.</p> <p>Please note the Crookwell focus group was cancelled due to low registration. Stakeholders were offered the opportunity to: (1) attend the Goulburn session (in person or online), or (2) request a one-on-one consultation via Microsoft Teams. Email requested confirmation of preferred option by COB 30 June.</p> <p>Copies of the meeting notes and attendees are found in Appendix G.</p>		
One on one meetings	Not applicable	Representative from key stakeholder groups	<p>In addition to the focus group sessions, one-on-one meetings were also held with stakeholders. Tailored one-on-one consultations were offered to stakeholders who were unable to attend a group session or who wished to raise individual matters in more detail. These meetings were arranged upon request, either verbally or via email, and provided a confidential setting for participants to engage directly with project representatives on topics of interest or concern.</p> <p>At the time of writing, no stakeholders (other than representatives of Goulburn Mulwaree and Upper Lachlan Shire Councils) had taken up the offer of a one-on-one meeting.</p>	40	0
Broader engagement					
Community drop-in sessions	30 June 2025 3.30pm to 6.00pm	Goulburn and surrounds	A series of informal, open-format drop-in sessions were held across Goulburn and Crookwell. Community members were invited to speak directly with the project team, learn about the proposal to not construct the accommodation facility at AC06, and provide input into SIMP Stage 2. Posters and take-home materials were available, and attendees could complete a survey on-site. Sessions were promoted via newsletters, website updates, and community notice channels.	See advertising and media schedule in Appendix G	5 Participants
	1 July 2025 3.30pm to 6.00pm	Goulburn and surrounds			4 Participants
	2 July 2025 3.30pm to 6.00pm	Crookwell and surrounds			4 Participants

Approach	Timing	Stakeholders	Description	No. Invited	No. participated
	3 July 2025 3.30pm to 6.00pm	Crookwell and surrounds			7 Participants
Survey and survey tool	27 June to 30 July 2025	Broader community	A short-form community survey (available online and in hard copy) was designed to gather feedback on the proposed change to workforce accommodation, mitigation strategies, and opportunities for enhancing social and economic benefits. The survey was available up until 30 July 2025 for two weeks and promoted via all engagement channels and at drop-in sessions.	See advertising and media schedule in Appendix G	1 completed survey at time of authorship
Dedicated project website	Ongoing	Broader community	The project website hosted key documents, background information, and an embedded survey link. It was regularly updated and served as a central access point for the broader community to remain informed.	1360 visitors to the site between 1 February 2025 and 10 April 2025	
Digital Distribution & Direct Outreach	20 June – 3 July 2025	Broader community	Facebook posts, project webpage updates, and direct email notifications to accommodation providers, stakeholders, and the HumeLink East mailing list. See Appendix D for full media schedule.	Facebook reach 7,300; emails sent to ~90+ stakeholders	Not applicable
Public Communications – Media & Advertising	20 June – 3 July 2025	Broader community	Newspaper (online and print), radio ads and interviews, and project webpage updates promoting SIMP Stage 2 sessions across Goulburn, Crookwell, Taralga and surrounds. See Appendix D for full media schedule.	Estimated audience >38,000 radio + >9,000 print/digital	Not applicable

3.3 ENGAGEMENT OUTCOMES

Feedback gathered through engagement played an important role in shaping this SIMP. Input from participants helped to refine the identification of social impacts, confirm the relevance of proposed mitigation measures, and highlight opportunities to improve outcomes for local communities.

The feedback also provided valuable local context and insights, ensuring that the SIMP reflects lived experience and community expectations. Recurring themes and areas of interest raised through engagement are summarised below.

Based on stakeholder and community input, a number of updates and refinements have been made to better reflect local context and expectations. Table 7 and Table 8 highlights how feedback has been considered in the SIMP.

Table 7 How targeted engagement outcomes have been considered in this SIMP – Stage 1

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
Goulburn Focus Group / Yass Focus Group / Tumut Focus Group	As a mitigation measure, include a community information 1800 number and dedicated community liaison person. Look at key targets that need to link back to this mitigation measure	Dedicated community liaison officer and 24/7 Community information 1800 number has been included as a mitigation strategy, and measurable targets applied	Chapter 5 and throughout Table 12	Whole of Project
Goulburn Focus Group	Consider including a target of 0% exceedance of environmental thresholds. Explore how environmental performance indicators can be better integrated into the SIMP's targets	The Project's environmental metrics and thresholds are specified in the Projects conditions of approval and reflected in the CEMP. The SIMP recognises environmental performance, and consideration was given to the 0% non-compliance events	Table 12, Area of Social Impact: Impacts to near neighbours and broader community, SIMP 14	Whole of Project
Goulburn Focus Group	Clarify "80% retention" target in SIMP, including timeframe and definition	Timeframe and definition provided	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and 11	Whole of Project
Goulburn Focus Group	Include mitigation to support career-focused employment, not just project roles and support program	Career-focussed employment initiatives are included as mitigation measures	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and 11	Whole of Project
Goulburn Focus Group	Add clear targets for procurement support (e.g. % supported, sessions delivered)	The SIMP sets a target to deliver subcontractor forums on a quarterly basis	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 11	Whole of Project
Goulburn Focus Group	Reference supporting plans (Aboriginal Participation, Workforce, Procurement) in the SIMP	Table 1 and Table 12 identifies related plans	Table 12, see column heading "Related Plans (if applicable)"	Whole of Project
Goulburn Focus Group	Add or amend a mitigation measure to ensure youth engagement, including pathways into employment and training, is captured	Pre-employment training and skills programs, internships, and engagement forums is an adopted of a management strategy which has a youth (under 25s) target	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and 11	Whole of Project
Goulburn / Yass Focus Group	Include a target about employing local people as it is directly linked to the risk to physical and mental health of workforce due to remote work locations.	Recruitment of local employees is a Project commitment which has adopted targets in the SIMP.	Table 12, Area of Social Impact: Access to social	Whole of Project

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
	Strengthen the SIMP narrative and mitigation measures to clearly link wellness initiatives to workforce retention goals. Look at opportunity to include a retention-focused measure or target (e.g. staff turnover or satisfaction) alongside wellness-related metrics	It has been added as a targeted directly related to SIMP 15 (physical and mental health of workforce)	infrastructure and services, SIMP 15	
Goulburn Focus Group	Ensure access to social infrastructure and services is addressed in future SIMP iterations, reflecting local council input	These topics have a dedicated range of mitigation and management measures identified in the SIMP. The SIMP is a live document and will be reviewed and updated as required to reflect new information, stakeholder feedback, or changes in project delivery	Table 12, Area of Social Impact: Access to social infrastructure and services, all items Section 6.3, Plan update and amendment	Whole of Project
Goulburn Focus Group	Look at cumulative labour draw as a social impact	Include a new cumulative social impact (SIMP 25)	Table 9, SIMP 25	Whole of Project
Goulburn Focus Group	Look at a mitigation and/or target to ensure subcontractors hiring through local suppliers are also employing local workers	The SIMP provides two targets/indicators that would identify hiring practices that disadvantage local employment. They are: No reported shortages of key goods and services during the Project period due to construction of HLE Positive feedback from local businesses and residents on economic impacts Amended the mitigation measures and targets for SIMP 17 and 11 to include the inclusion of workforce participation targets in procurement processes and reporting requirements for subcontractors and sub-consultants	Table 12, Area of Social Impact: Access to social infrastructure and services, SIMP 10 Table 12, Area of Social Impact: Labour draw and impacts to local business and services, SIMP 17 and SIMP 11	Whole of Project
Yass Focus Group	Revisit mitigation measure around local employment opportunities related to camp operations	Mitigation measure for included in SIMP 17 to capture local employment and training opportunities related to the operation of workforce accommodation camps are identified and addressed within the Worker and Workforce Development Plan	Table 12, Area of Social Impact: Labour draw and impacts to local business and services, SIMP 17 and SIMP 11	Tumut and surrounds Yass and surrounds
Yass Focus Group	Look at measure that addresses transparency around expected worker numbers who may live off-site	The SIMP has included additional mitigation measures for SIMP03 relating to publicly reporting the expected and actual proportions of off-site workers to help manage community expectations and support transparency	Table 12, Area of Social Impact: Housing affordability and availability for locals, SIMP 03	Whole of Project

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
Yass Focus Group	Include a sustainable jobs target: e.g. number of locals retained for 6+ months	The SIMP contains both local employment and project employee retention targets which address this action	Staff retention: Table 12, Area of Social Impact: Access to social infrastructure and services, SIMP 9 and 15 Local employment: Table 12, Area of Social Impact: Housing affordability and availability for locals, SIMP 01 and 02	Whole of Project
Yass Focus Group	Refine target language to express goals in both percentages and real numbers, where appropriate	To be undertaken in Stage 2.		
Yass Focus Group	Look at including periodic stakeholder forums to share updates on workforce target progress; invite stakeholder input on mitigation effectiveness and new ideas and reinforce transparency and continuous improvement	The SIMP has included a periodic stakeholder forum to present updates on workforce targets, seek feedback on the effectiveness of mitigation measures, and provide an opportunity for stakeholders to contribute ideas for continuous improvement. These forums will support transparency and help ensure that the Project remains responsive to evolving community expectations	Section 7.4 Reporting and Responsibilities	Whole of Project
Yass Focus Group	Look at mitigation around monthly emergency services coordination meetings in the SIMP — including input from Local Area Command, RFS, health, and council	The SIMP commits to at least one meeting with Emergency Services per month during construction	Table 12, Area of Social Impact: Impacts to near neighbours and broader community, SIMP 07	Whole of Project
Yass Focus Group / Tumut Focus Group	Look at mitigation measures to reduce strain on local healthcare services, especially GPs and ambulance services	The SIMP lists provision of on-site medical support through appropriately trained first aid personnel, supported by clear escalation procedures to nearby healthcare services if required	Table 12, Area of Social Impact: Access to social infrastructure and services, SIMP 9 and 15	Whole of Project
Yass Focus Group	Opportunity for mitigation around engagement with Snowy 2.0 teams or others for lessons learned	The SIMP describes the role of the Interface Management Plan in coordinating work with nearby projects. Snowy 2.0 is one of these projects and interface events lessons will provide an opportunity to collaborate	Table 12, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Snowy Valley LGA
Yass Focus Group	Include key Yass events in the SIMP in this impact area (e.g. Yass Rodeo, Murrumbateman Field Day) when looking at measure related to accommodation	Key events added	Table 12, Area of Social Impact: Housing affordability and	Yass Shire LGA

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
			availability for locals, SIMP02 and SIMP21	
Yass Focus Group	Consider a mitigation measure to explore project participation in community events and support for local sports and tourism organisations	The SIMP considers community cohesion and integration of workforce	Table 12, Area of Social Impact: Impacts to community cohesion, safety, health and wellbeing, SIMP05 and SIMP06	Whole of Project
Tumut Focus Group	Capture road rehabilitation in the issues section of the SIMP	Updated social impact SIMP22 to include 'contributing to road wear, damage and deterioration' to capture concern around increase maintenance burdens on local councils and disruption to local access	Table 11, SIMP 22	Snowy Valley LGA
Tumut Focus Group	Include a SIMP mitigation and target related to livestock protection and seasonal land use, to be managed through PMPs	This is captured in the Individual PMPs	Section 5.2: Overview of mitigation measures	Directly impacted property owners
Tumut Focus Group	Look at option to clarify the biodiversity and restoration process in the SIMP, including post-clearing plans, reporting, and transparency with NSW Local Land Services (LLS), noting it is related to other environmental plans	This matter is addressed in other supporting environmental plans, specifically the Biodiversity Plan and the Landscape Management Plan, which outline the post-clearing restoration processes, monitoring, reporting requirements, and coordination with relevant agencies such as LLS	N/A	
Tumut Focus Group	Look at incorporating engagement process with Softwoods and other major forestry stakeholders to coordinate road use and safety measures	Updated social impact SIMP 23 to include: 'These disruptions may also impact local businesses and industries—such as forestry and freight operators—that rely on efficient road access for their operations' to clearly acknowledging the economic and operational implications for key local sectors and incorporated mitigation measures around engagement	Table 11, SIMP 23 Table 12, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP23	Snowy Valley LGA
Tumut Focus Group	Explore option for including mitigation and key targets for protecting council-owned assets (e.g. road condition surveys etc)	This is captured in UMMs (TT4) Traffic transport and access Road maintenance	N/A	
Tumut Focus Group	Look at potential to include SIMP measure for safe driving initiatives, such as: driver behaviour training for project-related staff, community road safety campaigns in collaboration with local police, shared communication with local industry partners	Driver behaviour is included in the Code of Conduct and initiatives to be considered further as part of the Community Investment and Benefits	N/A	

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
Tumut Focus Group	Explore a communications performance target (e.g. minimum advance notice of roadworks/truck movements to local residents	This metrics are captured in the Community Communication Strategy which is publicly available	Section 1.4	Whole of Project
Tumut Focus Group	Investigate including a mitigation measure addressing consultation fatigue, such as coordinating engagement across HumeLink East/West and Transgrid, combining consultation sessions where appropriate etc	The SIMP describes the role of the Interface Management Plan in coordinating work with nearby projects. Interface events will provide an opportunity to coordinate activities and address consultation fatigue	Table 12, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Whole of Project
Tumut Focus Group	Add a mitigation measure around ongoing engagement with Local Aboriginal Land Councils (LALCs) regarding artefact handling, including return-to-country engagement process	This measure has been added to the existing cultural awareness item in the SIMP	Table 12, Area of Social Impact: Impacts to near neighbours and broader community (Cultural awareness), SIMP 13	Whole of Project
Tumut Focus Group	Include a measure to clear, accessible communication of job opportunities, beyond national platforms like Seek	This measure has been added to the existing labour draw item in the SIMP	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 11	Whole of Project
Tumut Focus Group	Recognise the role of flexible employment offerings (e.g. remote roles, part-time) as part of local employment strategy in SIMP discussion.	This measure has been added to the existing labour draw item in the SIMP	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and 11	Whole of Project
Tumut Focus Group	Add a mitigation measure for targeted industry engagement in areas where workforce draw may disrupt existing sectors (e.g. forestry, housing).	An industry engagement target has been added to the SIMP which commits to one engagement event annually. This even can accommodate any emerging issues such as labour draw.	Table 12, Area of Social Impact: Impacts to near neighbours and broader community, SIMP 04	Whole of Project
Tumut Focus Group	Look at wording already included in SIMP around mental health and community wellbeing, particularly in areas already impacted by natural disasters and development stress.	SIMP updated to include impact around loss of agency and declining trust in engagement processes due to cumulative stressors	Table 11, SIMP 24 Table 12, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 24	Whole of Project
Tumut Focus Group	As above, look at wording already included in SIMP, and any additional details as required on how worker induction and respectful behaviour expectations will	A number of mitigation measures are linked to Community Cohesion and workforce integration, and outlined in Table 10 of the SIMP	Table 12, Area of Social Impact: Impacts to community cohesion,	Whole of Project

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
	support local community cohesion during camp operations.		safety, health and wellbeing, SIMP 05 and 06	
Tumut Focus Group	Include mitigation around intention to partner with local environmental groups (e.g. Landcare) for restoration and offset work, where feasible, if applicable.	A target has been added to the SIMP to establish dialogue with relevant organisations to explore partnerships	Table 12, Area of Social Impact: Impacts to near neighbours and broader community, SIMP 16	Whole of Project
Tumut Focus Group	Does SIMP reflect the community expectation that benefit funding should be locally informed, and commit to tracking how consultation outcomes influence final funding allocations?	The SIMP satisfies these actions in respect to access to social infrastructure and services	Table 12, Area of Social Impact: Access to social infrastructure and services, SIMP 18 and 19	Whole of Project
Tumut Focus Group	Does the SIMP need to consider operational feasibility of equipping select project vehicles with water tanks for use in spot fire response as part of community benefit/safety measures	Project vehicle requirements and specifications are better addressed in Project operational plans instead of the SIMP. This has been referred to project team for further consideration and follow up	N/A	
Tumut Focus Group	Look at mitigation around monthly emergency services coordination meetings in the SIMP — including input from Local Area Command, NSW Rural Fire Service (RFS), health, and council	The SIMP describes the role of the Interface Management Plan in coordinating work with stakeholders	Table 12, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Whole of Project
Tumut Focus Group	Opportunity for mitigation around engagement with Snowy 2.0 teams or others for lessons learned	The SIMP describes the role of the Interface Management Plan in coordinating work with nearby projects. Snowy 2.0 is one of these projects and interface events lessons will provide an opportunity to collaborate.	Table 12, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Snowy Valley LGA
Broader Community Survey - Upper Lachlan Shire Council	Ensure SIMP captures mitigation for direct impact to neighbours inclusive of road improvements and aggressive tree planting	Considered in SIMP 16	Table 12, Area of Social Impact: Area of Social Impact: Impacts to near neighbours and broader community, SIMP 16	Whole of Project
Broader Community Survey - Upper Lachlan Shire Council	Include measure to ensure engagement processes are respectful, inclusive, and culturally appropriate across all stages of the Project	Engagement measures are in the SIMP	Table 12, Area of Social Impact: Impacts to near neighbours and broader community, SIMP04 Table 12, Area of Social	Whole of Project

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
			Impact: Impacts to near neighbours and broader community (Cultural awareness), SIMP12	
Broader Community Survey - Upper Lachlan Shire Council	Consider linkages of community benefit to tangible local investments that are also linked to impacts (i.e. Science Technology Engineering Mathematics [STEM] scholarships, electric vehicle [EV]/battery subsidies)	A management strategy and target associated with scholarships is in the SIMP. These can cater to STEM and renewable energy initiatives as applicable	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP11	Whole of Project
Broader Community Survey - Upper Lachlan Shire Council	Assess options for rental, temporary, and permanent housing on landholder properties as part of the accommodation strategy	Added as a mitigation strategy	Table 12, Area of Social Impact: Housing affordability and availability for locals, SIMP01 and SIMP02	Whole of Project
Broader Community Survey - Cootamundra Gundagai	Incorporate measures for signage, curfews for heavy vehicle movements, environmental rectification, and post-damage road repairs	Added as a mitigation strategy	Table 12, Area of Social Impact: Impacts to near neighbours and broader community, SIMP07	Whole of Project
Broader Community Survey - Cootamundra Gundagai	Consider ecological impacts and linkages to increase support to local wildlife carers	Added as a mitigation strategy	Table 12, Area of Social Impact: Impacts to near neighbours and broader community, SIMP16	Whole of Project
Broader Community Survey - Cootamundra Gundagai	Ensure linkage is clear in SIMP regarding ecological impacts and measures (i.e. suggestion of installing nesting boxes or equivalent solutions, to offset the loss of natural tree hollows).	As above, the SIMP now refers to consideration of ecological impacts	Table 12, Area of Social Impact: Impacts to near neighbours and broader community, SIMP16	Whole of Project
Broader Community Survey - Cootamundra Gundagai	Address risks of housing affordability pressures by including measures to mitigate the impact of workforce demand on rental markets, especially for essential workers	Management measures and targets added to the SIMP to address housing affordability	Table 12, Area of Social Impact: Housing affordability and availability for locals, SIMP03	Whole of Project
Broader Community Survey -	Consider community benefit linked to offset visual amenity impacts through support for tourism development, rail trail expansion, and advocacy for infrastructure upgrades (e.g. Brindabella Road)	Regular liaison with Council and event organisers is a management strategy in the SIMP which will be used as opportunities to consider tourism and other development	Table 12, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP01	Cootamundra-Gundagai LGA

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
Cootamundra Gundagai				
Broader Community Survey - Cootamundra Gundagai	Ensure cumulative road impacts are captured as a cumulative impact in SIMP and mechanisms are included to ensure maintenance and repair	New measures added to address cumulative traffic impacts	Table 12, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP21	Whole of Project
Broader Community Survey - Snowy Valley	Outcome of community benefit to be reviewed to support social return that is longer term, and resilience building. Suggestions for legacy investments (e.g. clinic upgrades, new service hubs, support for daycares and schools)	Long-term emphasis added to community benefits plan management strategy	Table 12, Area of Social Impact: Access to social infrastructure and services, SIMP18 and SIMP19	Whole of Project
Broader Community Survey - Snowy Valley	Integrate support for existing tourism assets such as local festivals and sculpture trails into the Project's regional benefit-sharing framework	Regular liaison with Council and event organisers is a management strategy in the SIMP which will be used as opportunities to consider tourism and other development	Table 12, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP01	Whole of Project
Broader Community Survey - Snowy Valley	Include retention strategies and upskilling programs to prevent local business staff losses and promote workforce capability building	Addressed in SIMP labour draw considerations	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP17 and SIMP 11	Whole of Project
Broader Community Survey - Snowy Valley	Consider a mitigation that involves developing and implementing support mechanisms for worker families to relocate and integrate into local communities	Addressed in access to services and infrastructure strategy in SIMP	Table 12, Area of Social Impact: Access to social infrastructure and services, SIMP 9 and SIMP 15	Whole of Project
Broader Community Survey - Snowy Valley	Does the SIMP have measures to establish coordination protocols with concurrent projects (e.g. Snowy 2.0, Adelong Gold Mine) to manage cumulative impacts across housing, roads, services, and the environment	The SIMP describes the role of the Interface Management Plan in coordinating work with nearby projects. Snowy 2.0 is one of these projects and interface events lessons will provide an opportunity to collaborate	Table 12, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Snowy Valley LGA
One on one meetings	Clarify and communicate the SIMP's staging (Stage 1 vs Stage 2)	The stages are distinguished in Section 1.3 and Table 6	Section 1.3 and 4.6. Table 1 and Table 11	Whole of Project

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
One on one meetings	SIMP to clearly demonstrate how impacts have been assessed and addressed through region-specific strategies and mitigation measures	Disaggregated impacts and responses are described in the SIMP	Table 7	Whole of Project
One on one meetings	Ensure the SIMP includes localised impact responses for each affected area rather than generalised regional statements	Disaggregated impacts and responses are described in the SIMP	Table 11 and this table	Whole of Project
One on one meetings	Implement hyper-local engagement and management strategies, including named contacts and local action plans by region	Disaggregated impacts and responses are described in the SIMP	Table 11 and this table	Whole of Project
One on one meetings	Community engagement measure to include region-specific impact mapping and reporting mechanisms for areas such as Goulburn, Yass, and Crookwell	Disaggregated impacts and responses are described in the SIMP	Table 11 and this table	Whole of Project
One on one meetings	Integrate coordinated cumulative impact management as a core mitigation measure, especially where multiple projects intersect	The SIMP describes the role of the Interface Management Plan in coordinating impact management with nearby projects. Snowy 2.0 is one of these projects and interface events lessons will provide an opportunity to collaborate	Table 12, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Whole of Project
One on one meetings	Consider a measure relating to pathways for long-term regional employment beyond the life of the Project	Career-focussed employment initiatives are included as mitigation measures	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and 11	Whole of Project
One on one meetings	Consider a measure that HLE partner with Regional Development Australia (RDA) and Workforce Australia to deliver structured upskilling, migration, and workforce transition programs	Partnerships with these organisations has been added to a labour upskilling and other strategies	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and SIMP 11	Whole of Project
One on one meetings	Definition of “local” needs refinement. What is considered ‘local’ employment?	Definition added to SIMP	Section 3.2	Whole of Project
One on one meetings	Consider measure that establishes partnerships with Destination Networks to strengthen regional supply chain readiness and participation	Partnerships with RDA has been added to a labour upskilling and other strategies	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and SIMP 11	Whole of Project
One on one meetings	Include an engagement measure that relates to dissemination of road condition and access updates	Tourism operators are identified in the SIMP as part of applicable management strategy	Table 12, Area of Social Impact: Impacts to near	Whole of Project

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
	for recreational vehicles (RVs), grey nomad, and tourist groups through targeted communications		neighbours and broader community, SIMP07	
One on one meetings	Incorporate tourism impact prevention measures, including coordination with local operators and tourism bodies	Tourism operators are identified in the SIMP as part of applicable management strategy	Table 12, Area of Social Impact: Impacts to near neighbours and broader community, SIMP07	Whole of Project
One on one meetings	Review mitigation measures and consider a measure related to the coordination of event scheduling with regional stakeholders to avoid conflict and maximise community benefit	The SIMP has included a periodic stakeholder forum to present updates on workforce targets, seek feedback on the effectiveness of mitigation measures, and provide an opportunity for stakeholders to contribute ideas for continuous improvement. These forums respond to the action described	Section 7.4 Reporting and Responsibilities	Whole of Project
One on one meetings	Link community benefit to post-project resilience (e.g. marketing or placemaking)	Long-term emphasis added to community benefits plan management strategy	Table 12, Area of Social Impact: Access to social infrastructure and services, SIMP18 and SIMP19	Whole of Project
One on one meetings	Include a consultation measure related to continual engagement with Chamber of Commerce	Chambers of Commerce identified as a specialist partnership target in the SIMP	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP17 and SIMP11	Whole of Project
Review of Final Draft SIMP	Recommend additional mitigation measures as follows: Collaborate with local tourism operators to ensure key events are not adversely impacted by accommodation shortages by 'dynamic scheduling' to release the rooms required to support these events. Coordinate communication strategies with LGA tourism services, Visitor Information Centres, and DSNSW for transparency with potential visitors, including online comms channels.	New mitigation measures and additional indicator included in framework.	Table 12, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP 01	All LGAs
Review of Final Draft SIMP	Concerns about pressure on existing accommodation in the Upper Lachlan and Goulburn Mulwaree LGAs due to the proposed Crookwell facility, recommending clearer mitigation measures for tourism displacement and ongoing engagement with	To be considered in Stage 2 SIMP	Section 1.3	Upper Lachlan Shire and Goulburn Mulwaree LGAs

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
	local councils and Destination Southern NSW, including exploring tourism-aligned reuse of facilities post-construction.			
Review of Final Draft SIMP	Include partnerships with Workforce Australia, TAFE NSW, and DSNSW in workforce development plans	Minor wording refinement in monitoring framework.	Table 12, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and SIMP 11.	All LGAs
Review of Final Draft SIMP	Strengthen tourism-related mitigation measures by coordinating with councils, Destination Networks, and tourism operators to minimise impacts on key events and improve transparency for visitors.	Mitigation measures were expanded to include dynamic scheduling, liaison with councils and tourism services, and communication strategies with Destination NSW networks to reduce disruption to tourism during peak periods. Additional indicator around quarterly meetings included.	Table 12, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP01	All LGAs
Review of Final Draft SIMP	Strengthen tourism-related mitigation by expanding beyond short-term accommodation impacts to include the broader visitor economy, including business and Visiting Friends and Relatives travel; consider long-term transition planning; improve alignment with Destination Management Plans; and explore opportunities for visitor-facing communications and data-informed monitoring.	Terminology was updated to reflect "tourism and the visitor economy" across key sections. Visitor-facing communication measures incorporated into SIMP01. Included new desired outcome in SIMP01 relating to increased local spend from non-resident workers and project representatives has provided short-term benefits to the visitor economy in LGAs and amended events in SIMP01 and SIMP02 to reflect broader regional area.	Table 12, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP01, SIMP 02.	All LGAs
Property Management Plans	Recognise Individual Property Management Plans (PMPs) as a key social impact mitigation strategy for directly affected landholders. Use PMP engagement to identify and address individual concerns around access, amenity, biosecurity, and construction scheduling.	PMPs have been developed as a core mitigation strategy for affected landholders and are implemented on a property-by-property basis.	Section 5.2 and Table 12, SIMP20.	Directly affected landholders

Table 8 How targeted engagement outcomes have been considered in this SIMP – Stage 2

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
Goulburn Focus Group	Address tourism accommodation pressure by dual demand strategies (weekday vs weekend), event coordination with councils, include Airbnb in monitoring, and establish coordination role for tourism planning.	Incorporated into mitigation for dispersed accommodation: dynamic scheduling, liaison with Destination Networks and Council's, monitoring short-term rentals (including Airbnb), and coordination with councils for events.	Table 12, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP01.	Goulburn Mulwaree & Upper Lachlan Shire LGAs

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
Goulburn Focus Group	Address housing affordability and rental pressure, especially for vulnerable residents. Clarify link between local jobs and reduced housing impacts.	SIMP03 refined to include disaggregated rental price monitoring, link between local employment targets and housing mitigation.	Table 12 , Area of Social Impact: Housing affordability and availability for locals SIMP 03.	Goulburn Mulwaree & Upper Lachlan Shire LGAs
Goulburn Focus Group	Responsibility of workforce and community sentiment on workforce presence	Behavioural expectations embedded in Code of Conduct, local engagement officers, and monitoring of community sentiment.	Table 12, Area of Social Impact: Impacts to community cohesion, safety, health and wellbeing, SIMP 05 and 06	Whole of Project
Goulburn Focus Group	Strengthen measures for health, emergency and digital services.	SIMP09 and SIMP15 updated to include worker access to telehealth to reduce strain on local systems and to spread workforce accommodation geographically to avoid pressures in any single locality.	Table 12, Area of Social Impact: Access to social infrastructure and services, SIMP 9 and SIMP 15	Whole of Project
Goulburn Focus Group	Improve cumulative project coordination across housing and workforce accommodation.	Introduced a dedicated accommodation coordinator to oversee worker accommodation planning and coordination.	Table 12, Area of Social Impact: Housing affordability and availability for locals, SIMP21	Whole of Project
Goulburn Mulwaree and Upper Lachlan Shire Council meetings/correspondence	Address seasonal tourism accommodation pressures, especially around events/holiday periods.	Incorporated into tourism mitigation: dynamic scheduling, liaison with councils, quarterly coordination meetings, and monitoring of accommodation availability during peak tourism events.	Table 12, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP01.	Goulburn Mulwaree & Upper Lachlan Shire Councils
Goulburn Mulwaree and Upper Lachlan Shire Council meetings/correspondence	Clarify planning pathways and role of Council in delivering temporary cabins (e.g. at Gunning Showgrounds, Crookwell Caravan Park).	Delivery of cabins is being managed directly by Upper Lachlan Shire Council with funding support from Transgrid (formalised via 8 July 2025 letter). This action sits outside the SIMP, but the SIMP cross-references the Temporary Workforce Accommodation Plan to recognise that cabins will provide dual benefit for workforce and tourism accommodation capacity.	Section 5.3	Upper Lachlan Shire Council
Goulburn Mulwaree and Upper Lachlan Shire Council meetings/correspondence	Ensure workforce integration and behaviour expectations remain strong under dispersed accommodation model.	Retention of Code of Conduct, complaints pathway, and community liaison functions. SIMP15 and SIMP05 updated to include council liaison as part of workforce behaviour oversight.	Table 12, Area of Social Impact: Impacts to community cohesion, safety, health and	Goulburn Mulwaree & Upper Lachlan Shire Councils

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
			wellbeing, SIMP 05 and 06	
Review of Final Draft SIMP (Stage 2)	Include Council in consultation regarding ongoing accommodation mitigation measures, as opposed to Destination Networks only.	Local councils (primarily Goulburn Mulwaree & Upper Lachlan Shire) have been added as a consultee relating to ongoing accommodation mitigation measures, alongside Destinations NSW.	SIMP 01	Goulburn Mulwaree & Upper Lachlan Shire Councils
Review of Final Draft SIMP (Stage 2)	Make language on potential impacts to local accommodation providers in Table 12 more definitive.	SIMP 19 language has been changed from 'may' to 'will',	SIMP 19	Goulburn Mulwaree & Upper Lachlan Shire Councils

4. SOCIAL BASELINE AND SOCIAL IMPACTS

4.1 OVERVIEW

The SIA for the Project (refer to EIS Technical Report 7) provided a social baseline for the original HumeLink project, encompassing both the Project and HumeLink West. This section reduces that baseline to focus only on the communities relevant to the Project. It relies primarily on demographic data derived from the Australian Census of Population and Housing conducted by the Australian Bureau of Statistics. Nevertheless, this section of the SIMP should be read in conjunction with the social baseline provided in the original SIA.

This SIMP should also be read in conjunction with the social baseline presented in the Consistency Assessment SIA (see Appendix G of this SIMP), which included analysis of temporary accommodation capacity across Goulburn Mulwaree and Upper Lachlan LGAs relevant to the dispersed accommodation model adopted in Stage 2.

4.2 STUDY AREA

The study area for the SIMP baseline is adapted from the social locality defined in the SIA. It identifies the geographic area in which the Project is anticipated to influence people, either positively or negatively. Like the SIA, this SIMP identifies population characteristics at the three different levels shown in Table 7. For this SIMP, the three levels are collectively referred to as the 'study area' and for the baseline, aggregate data for the respective LGAs is listed in Table 8. Hereafter, 'local' impacts refer to impacts at the LGA level.

Further detail on temporary accommodation capacity within Goulburn Mulwaree and Upper Lachlan LGAs is provided in the Consistency Assessment SIA (Appendix G), which underpins the dispersed accommodation model adopted for Stage 2.

Table 9 Study area

ID	Measure/Requirement
LGA	Cootamundra-Gundagai Regional LGA <ul style="list-style-type: none">• Snowy Valleys LGA• Yass Valley LGA• Upper Lachlan Shire LGA• Goulburn Mulwaree LGA (indirect impacts)• Hilltops LGA (indirect impacts)
Urban Centres	<ul style="list-style-type: none">• Tumut• Gundagai• Yass• Goulburn• Crookwell
Lot/DP	The properties likely to be directly affected by the construction and operation of the Project (in this case, the footprint of HumeLink East only). These are referred to as being in the 'Project footprint'.

4.3 LAND USE

The land use across the Cootamundra-Gundagai Regional, Snowy Valleys, Yass Valley, and Upper Lachlan Shire and Goulburn Mulwaree LGAs in NSW is predominantly rural and agricultural, with each region supporting a mix of farming, residential, and conservation areas.

The Snowy Valleys LGA combines agricultural land use with significant tourism and conservation areas. The region is known for sheep grazing, cattle farming, and some cropping, while the tourism industry thrives due to the area's proximity to the Snowy Mountains and popular destinations like Kosciuszko National Park. The town centres of Tumut, Batlow, and Tumbarumba are key urban areas, with surrounding land used for farming and forestry. Additionally, the Snowy Mountains Scheme, a major hydroelectric project, influences land use in this area. Across all these LGAs, conservation areas, nature reserves, and national parks are also integral parts of the landscape, supporting biodiversity and offering opportunities for outdoor recreation, while rural areas remain focused on agricultural production.

In Cootamundra-Gundagai, vast expanses of land are dedicated to cropping, such as wheat and canola, as well as livestock grazing, especially sheep and cattle. The towns of Cootamundra and Gundagai serve as hubs for residential development, while surrounding rural land remains agricultural.

Similarly, Yass Valley is primarily agricultural, with significant grain and livestock farming, while its proximity to Canberra has fuelled urban expansion, particularly in the town of Yass and smaller surrounding towns.

In the Upper Lachlan Shire, agriculture, particularly sheep and cattle grazing, dominates the landscape, with smaller towns like Crookwell acting as focal points for residential development.

The Goulburn-Mulwaree Council LGA is characterised by a diverse range of land uses, reflecting its blend of urban, rural, and agricultural landscapes. The main urban centre, Goulburn, serves as the regional hub with residential, commercial, and industrial areas, while the surrounding rural areas are predominantly used for agriculture, including livestock grazing, cropping, and forestry.

4.4 HIGH LEVEL SOCIAL AND DEMOGRAPHIC INDICATORS

Table 10 presents baseline indicators for the study area, as defined in Section 7.2. Further detail is provided in the SIA. Data is sourced from the Australian Bureau of Statistics (ABS, 2021) Census of Population and Housing, NSW government reports, and commercial providers, and is the aggregate of the respective LGAs nominated in Table 9. Where relevant, the indicators provide context for the potential social impacts identified later in Table 9.

4.5 CONSIDERATION OF DEMOGRAPHIC CHANGES

This SIMP has been developed with an awareness of recent demographic shifts within the local communities affected by the Project. These changes will not adversely affect the existing assessment of impacts or the proposed mitigation measures for the following reasons:

- Employment considerations - With current low unemployment rates, employment targets that are mindful of potential labour draw from local businesses have been established. By engaging in proactive workforce management and local hiring practices, the project aims to ensure that employment opportunities from the Project complement rather than compete with existing local jobs;
- Alignment with existing mitigation measures - The identified strategies are aligned with existing mitigation measures that focus on community engagement, housing solutions, and workforce development. This alignment ensures that the SIMP remains responsive to community needs without compromising the effectiveness of previously established mitigation strategies;
- Ongoing monitoring - This Plan includes provisions for ongoing monitoring of demographic changes and their impacts. This will allow for adaptive management, ensuring that any unforeseen changes can be addressed promptly without affecting the overall Project impact assessment.

The demographic changes will be effectively managed through these targeted strategies, maintaining the integrity of the existing impact assessment and proposed mitigation measures.

Table 10 Baseline indicators for study area

Baseline Indicator	Source	LGA (ABS, 2022))					
		Cootamundra-Gundagai Regional LGA	Snowy Valleys LGA	Yass Valley LGA	Upper Lachlan Shire LGA	Goulburn Mulwaree LGA	Hilltops LGA
Population	ABS Census 2021	11,403	14,891	17,281	8,514	32,053	19,254
Median Age	ABS Census 2021	49	45	43	49	41	45
Males / Females	ABS Census 2021	49.7% / 50.3%	50.4% / 49.6%	49.2% / 50.8%	50.7% / 49.3%	50.4% / 49.6%	49.2% / 50.8%
Aboriginal and / or Torres Strait Islander People	ABS Census 2021	728 / 6.4%	944 / 6.3%	552 / 3.2%	268 / 3.1%	1,619 / 5.1%	974 / 5.1%
Median weekly personal income	ABS Census 2021	\$627	\$685	\$1,050	\$753	\$749	\$657
Unemployment Rate	ABS Census 2021	4%	4.2%	2.7%	3%	4.3%	4.4%
Labour force Participation	economy.id, 2023	51.5%	56.7%	60.9%	55.3%	57.2%	54%
Youth (15-24) unemployment rate	economy.id, 2023	12.5%	11.8%	10.1%	9.3%	11%	13.4%
Number of occupied private dwellings	ABS Census 2021	5,487 / 88%	7,040 (87.5%)	5,932 / 91.8%	3,249 / 76.9%	12,045 / 87%	7,403 / 86.2%
Rental Costs (median weekly rent)	ABS Census 2021	\$220	\$230	\$350	\$277	\$320	\$255
Households in Rental Stress	ABS Census 2021	28.3%	9.6%	26.2%	27.1%	33.6%	11.4%
Rental Vacancy Rate (June 2025)	SQM Research	0% Gundagai (2722) 1.2% Cootamundra (2592)	0.6% Tumut (2720)	1% Yass (2582)	11% Crookwell (2583)	0.7% Goulburn (2580)	0.7% Boorowa (2586)
Proportion of population aged 65+	ABS Census 2021	27.5%	25.2%	20.2%	26.2%	22.7%	25.9%
Crime rate per 1,000 residents NSW average is 79 incidents per 1,000 residents	BOCSAR LGA Crime Dashboard 12 months to March 2024	91.6	89.7	69.4	65.3	143.2	92.8
Volunteering rate	ABS Census 2021	20.5%	19.9%	22.2%	21.9%	13.8%	17.6%
Proportion of households in LGA 5+ years	profile.id	59%	59.4%	54.9%	57.5%	58.3%	61.1%
Mode of transport to work (% car)	ABS Census 2021	71.2%	71.1%	67.3%	59.9%	73.9%	70.8%

Baseline Indicator	Source	LGA (ABS, 2022))					
		Cootamundra-Gundagai Regional LGA	Snowy Valleys LGA	Yass Valley LGA	Upper Lachlan Shire LGA	Goulburn Mulwaree LGA	Hilltops LGA
People who worked from home	ABS Census 2021	10.4%	10.6%	15.8%	21.3%	9.0%	12.2%

4.6 SOCIAL IMPACTS

The SIA Report for the Project (HillPDA, 2023) and the SIA Addendum (HillPDA, 2023a) identified potential impacts and opportunities associated with the Project's construction and operation phases. These impacts span various categories as outlined in the SIA Guideline (NSW DPHI, 2025, p.19), including way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, and decision-making systems.

In July 2025, an additional SIA was completed to support the Consistency Assessment for the revised workforce accommodation strategy. This assessment considered the decision not to construct the Crookwell accommodation facility (AC06) and instead use existing short-stay accommodation across the Goulburn Mulwaree and Upper Lachlan Shire LGAs. The assessment re-tested the Stage 1 SIMP impact set against updated demographic conditions, recent engagement outcomes, and the refined delivery strategy.

Key findings of the Consistency Review SIA included:

- No new social impact types were identified.
- Several impacts are experienced differently under the dispersed accommodation model (e.g. distribution across towns, timing during peak tourism periods, and community sensitivity to workforce visibility), requiring refinements to mitigation and monitoring rather than wholesale changes.
- Residual ratings remained broadly consistent with the 2023 SIA/SIA Addendum and the Stage 1 SIMP, with targeted updates to wording and monitoring locations to reflect Stage 2 delivery.

How this SIMP incorporates those outcomes:

- Table 11 presents the refined Stage 1 and Stage 2 impact set, showing where wording, scope, or focus has been updated.
- Table 12 embeds the revised mitigation and monitoring measures, such as a dedicated accommodation coordinator, the Temporary Workforce Accommodation Plan, and the targeted Communication Action Plan.

By adopting the findings of the Consistency Review SIA, this updated SIMP provides a consolidated framework for managing both Stage 1 and Stage 2 social impacts, ensuring management measures remain responsive, locally informed, and proportionate to the revised accommodation strategy.

To clearly and systematically address the requirements of Condition of Approval B61, this Plan describes the measures that will be implemented to manage and mitigate negative and cumulative social impacts associated with the Project. While the Condition does not prescribe how impacts should be structured, the SIMP groups the identified social impacts into key areas. This structure supports a focused approach to managing issues raised through community engagement, impact assessment, and regulatory review processes. The key areas are illustrated in Figure 2.



Figure 2 Key areas of social impact described in the SIMP.

Table 11: Identified social impacts and residual risk assessment

SIMP ID	Impact category	Residual significance per the SIA, 2023	Social Impact	Key area of social impact	Change in Impact since SIA	Extent by Study Area	Stage 1 or Stage 2 SIMP
SIMP01	Way of life	medium (negative)	A decline in tourism to the social locality may result from reduced availability of short-term accommodation for tourists, due to occupancy by construction workers, particularly in the main tourism areas of the Snowy Valleys LGA and Gundagai	Impacts to tourism and the visitor economy	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Hilltops LGA	Stage 1
					Increased localised pressure. The revised accommodation strategy distributes the workforce across commercial short-stay options in Goulburn and Crookwell, increasing the potential for overlap with tourist bookings during peak periods and events. This change may heighten pressure on local accommodation markets during the construction period	Upper Lachlan Shire LGA Goulburn Mulwaree LGA (indirect)	Stage 2
SIMP02	Way of life	medium (negative)	The presence of construction workers would increase demand for short-term accommodation, offering a recovery boost for accommodation providers who were impacted by the COVID downturn	Impacts to tourism and the visitor economy	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Hilltops LGA	Stage 1
					Wider spatial benefit with mixed outcomes. The revised accommodation approach may broaden the range of businesses benefiting from weekday worker occupancy, particularly in areas less frequented by tourists. However, longer stays by workers may alter the visitor experience in some locations, raising concerns among some stakeholders.	Upper Lachlan Shire LGA Goulburn Mulwaree LGA (indirect)	Stage 2

SIMP ID	Impact category	Residual significance per the SIA, 2023	Social Impact	Key area of social impact	Change in Impact since SIA	Extent by Study Area	Stage 1 or Stage 2 SIMP
SIMP03	Way of life	medium (negative)	The presence of a construction workforce may strain long-term rental accommodation, reducing vacancies and increasing rent prices, impacting local residents, including low-income earners and other vulnerable community members	Impacts to housing availability and affordability	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Hilltops LGA	Stage 1
					Potential indirect impacts for Upper Lachlan Shire and Goulburn Mulwaree LGAs. While long-term rentals will not be used as part of the revised workforce accommodation strategy, the increased demand on short-stay accommodation may reduce availability of casual or transitional rental options.	Upper Lachlan Shire LGA Goulburn Mulwaree LGA (indirect)	Stage 2
SIMP04	Way of life	medium (negative)	Increased construction vehicle movement and construction activity, may cause intermittent noise and vibration disturbances for residents near construction compounds and within the Project footprint, potentially leading to sleep disruption during peak construction periods	Impacts to near neighbours, and the broader community	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
SIMP05	Community	medium (negative)	The arrival of temporary construction workers may negatively impact social cohesion in the social locality due to conflict between supporters and opponents of the Project, distrust or wariness of new residents and workers, potentially leading to increased anxiety among	Impact to community cohesion, safety, health and wellbeing	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA	Stage 1
					Without a dedicated accommodation camp, the dispersed model increases the workforce's visibility in towns and public spaces. This may elevate community concern about	Upper Lachlan Shire LGA Goulburn Mulwaree LGA (indirect)	Stage 2

SIMP ID	Impact category	Residual significance per the SIA, 2023	Social Impact	Key area of social impact	Change in Impact since SIA	Extent by Study Area	Stage 1 or Stage 2 SIMP
			local residents and non-resident workers		unfamiliar presence and lead to greater scrutiny of workforce behaviour.		
SIMP06	Community	medium (negative)	Positive impacts may also arise from the creation of new relationships, interactions, and shared experiences, which could expand residents' networks and knowledge	Impact to community cohesion, safety, health and wellbeing	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA	Stage 1
					No material change. Opportunities for informal positive interaction between the workforce and local communities remain under the revised model and may be enhanced by geographic dispersion, subject to ongoing respectful conduct.	Upper Lachlan Shire LGA Goulburn Mulwaree LGA (indirect)	Stage 2
SIMP07	Accessibility	medium (negative)	Road closures and changes to access routes may increase traffic in town centres, create minor delays from detours, and potentially impact emergency response times	Impact to near neighbours and broader community	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
					Reduction in localised traffic impacts, but broader commuter footprint introduced. The removal of the Crookwell accommodation facility (AC06) significantly reduces traffic volumes around the site, with vehicle movements expected to drop from approximately 240 per day to fewer than 20 per day during typical periods. This includes a peak reduction from 210 light and 160 heavy vehicles per day to just 5 light and 15 heavy vehicles.	Upper Lachlan Shire LGA Goulburn Mulwaree LGA (indirect)	Stage 2

SIMP ID	Impact category	Residual significance per the SIA, 2023	Social Impact	Key area of social impact	Change in Impact since SIA	Extent by Study Area	Stage 1 or Stage 2 SIMP
					However, the revised strategy introduces daily commuter travel between accommodation sites in Goulburn and project areas near Crookwell. While overall vehicle volumes are lower than originally assessed, the spatial footprint of traffic impacts has expanded. No new road closures are proposed.		
SIMP08	Accessibility	medium (negative)	Disruptions to transport may lead to increased stress and unintentional financial burdens for residents who rely heavily on private vehicles	Impact to near neighbours and broader community	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
SIMP09	Accessibility	medium (negative)	The temporary influx of construction workers may strain social infrastructure and services, increasing demand for healthcare services, GPs, emergency services, and recreational facilities, potentially exacerbating existing service constraints	Access to social infrastructure and services	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Hilltops LGA	Stage 1
					The revised accommodation strategy distributes workers more broadly across Goulburn and Crookwell, which may increase localised demand on health and emergency services in both areas. While stakeholder feedback noted concerns about digital infrastructure and service capacity, current health and emergency services are expected to accommodate typical guest usage under the proposed model.	Upper Lachlan Shire LGA Goulburn Mulwaree LGA (indirect)	Stage 2
SIMP10	Accessibility	low (negative)	The temporary increase in demand for goods and services due to the presence of the temporary	Access to social infrastructure and services	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA	Stage 1

SIMP ID	Impact category	Residual significance per the SIA, 2023	Social Impact	Key area of social impact	Change in Impact since SIA	Extent by Study Area	Stage 1 or Stage 2 SIMP
			workforce, could lead to higher prices or changes in availability, negatively impacting residents who may face higher costs or lower-quality options			Upper Lachlan Shire LGA	
SIMP11	Culture	medium (negative)	Potential for the Project to help Aboriginal people maintain and strengthen their culture by creating opportunities for involvement in the processes used to manage and protect cultural heritage, as well as jobs and training	Impacts to near neighbours and broader community	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
SIMP12	Culture	medium (negative)	Disconnection from Aboriginal cultural heritage due to changes to land use potentially impacting the identity and the erosion of cultural practices, and people's ability to have a say in the management of cultural heritage	Impacts to near neighbours and broader community	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
SIMP13	Culture	low (negative)	Disconnection from non-Aboriginal cultural heritage due to changes to land use potentially impacting the identity and the erosion of cultural practices	Impacts to near neighbours and broader community	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
SIMP14	Health and wellbeing	low (negative)	Increased dust and noise during construction, causing a decline in social amenity, health or way of life for host landholders and nearby neighbours, particularly in the sections	Impacts to near neighbours and broader community	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1

SIMP ID	Impact category	Residual significance per the SIA, 2023	Social Impact	Key area of social impact	Change in Impact since SIA	Extent by Study Area	Stage 1 or Stage 2 SIMP
			from Adjungbilly to Yass, and Yass to Roslyn sections				
SIMP15	Health and wellbeing	medium (negative)	Potential risk to the physical and mental health of the construction workforce due to remote work locations, unsafe work practice or other contributing factors	Impacts to community cohesion, safety, health and wellbeing	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
SIMP16	Surroundings	high (negative)	Changes to the visual landscape and how people experience their rural surroundings, something people value	Impacts to near neighbours and broader community	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
SIMP17	Livelihoods	very high (positive)	Economic uplift and employment opportunities, due to job creation during construction and opportunities for local service providers and community	Labour draw and impact to local businesses and services	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA Hilltops LGA Goulburn Mulwaree LGA	Stage 1
SIMP18	Livelihoods	high (negative)	The potential loss of productive land and changes to property ownership for landowners, with possible dislocation of households affecting their way of life, community, health and wellbeing and livelihood	Impacts to community cohesion, safety, health and wellbeing Impacts to near neighbours and the broader community	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1

SIMP ID	Impact category	Residual significance per the SIA, 2023	Social Impact	Key area of social impact	Change in Impact since SIA	Extent by Study Area	Stage 1 or Stage 2 SIMP
SIMP19	Livelihoods	medium (negative)	Potential strain on accommodation capacity due to the presence of the temporary workforce, potentially disrupting seasonal tourism and major community events	Access to social infrastructure and services	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Hilltops LGA	Stage 1
					The use of commercial accommodation will increase the likelihood of booking conflicts during major events or seasonal tourism peaks. This pressure is time-bound but could be disruptive if unmanaged.	Upper Lachlan Shire LGA Goulburn Mulwaree LGA (indirect)	Stage 2
SIMP20	Decision making systems	high (negative)	Acquisitions and leases causing stress from uncertainty about changes to property and dwellings with potential for landowner to feel their decision making systems have been compromised	Impact to near neighbours and the broader community	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
SIMP21	Cumulative (Accessibility)	not assessed	The construction of multiple large projects over the same timeframe, creating a cumulative shortage of both short-term and long-term accommodation	Cumulative impacts associated with other SSD projects in the area	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA	Stage 1
					This impact was identified in the 2023 SIA but was not assigned a residual significance rating. Under the revised accommodation strategy, potential cumulative pressures on accommodation, workforce availability, and local services will increase due to concurrent major infrastructure projects in the region. The revised strategy avoids the use of long-term	Upper Lachlan Shire LGA Goulburn Mulwaree LGA	Stage 2

SIMP ID	Impact category	Residual significance per the SIA, 2023	Social Impact	Key area of social impact	Change in Impact since SIA	Extent by Study Area	Stage 1 or Stage 2 SIMP
					<p>residential rentals but introduces additional mobile workforce demand in areas already experiencing development-related strain. The extent of overlap will vary depending on project timing, seasonal events, and regional workforce needs.</p> <p>The cumulative nature of the issue increases the complexity of planning and response but is geographically limited, time-bounded, and manageable through enhanced coordination. The impact is therefore assessed as moderate in magnitude, possible in likelihood, with an overall medium (negative) residual significance.</p>		
SIMP22	Cumulative (Way of life)	not assessed	Increased construction vehicle movements from multiple large projects over the same time frame, producing cumulative noise and dust impacts along common haulage routes and contributing to road wear, damage, and deterioration	Cumulative impacts associated with other SSD projects in the area	Modified impact: Included 'contributing to road wear, damage and deterioration' to capture concern around increase maintenance burdens on local councils and disruption to local access.	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
SIMP23	Cumulative (Way of life)	not assessed	Increased construction vehicle movements from multiple large projects over the same time frame or consecutive timeframes, producing cumulative traffic delays and changes to the way people move in and around the localities. These disruptions may also impact local	Cumulative impacts associated with other SSD projects in the area	Modified impact: included: 'These disruptions may also impact local businesses and industries—such as forestry and freight operators—that rely on efficient road access for their operations' to clearly acknowledging the economic and operational implications for key local sectors	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1

SIMP ID	Impact category	Residual significance per the SIA, 2023	Social Impact	Key area of social impact	Change in Impact since SIA	Extent by Study Area	Stage 1 or Stage 2 SIMP
			businesses and industries—such as forestry and freight operators—that rely on efficient road access for their operations				
SIMP24	Cumulative (Decision making systems)	not assessed	Loss of agency and declining trust in engagement processes due to cumulative stressors	Cumulative impacts associated with other SSD projects in the area	New impact: Community members report a sense of disempowerment, consultation fatigue, and low trust in planning processes due to repeated engagement cycles with limited perceived influence. This impact is worsened by the cumulative effect of multiple overlapping projects, natural disaster pressures, and transition from planning to construction	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
SIMP25	Cumulative (Livelihoods)	Not assessed	Increased pressure on local labour markets, businesses, and regional economies due to concurrent major infrastructure and industry projects	Cumulative impacts associated with other SSD projects in the area	New impact: overlapping activities have the potential to place pressure on local labour markets, increase competition for skilled workers, and affect the operations of local businesses and the broader regional economy	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA Hilltops LGA Goulburn Mulwaree LGA	Stage 1

5. MITIGATION AND MONITORING OF SOCIAL IMPACTS

5.1 MONITORING FRAMEWORK

The monitoring and reporting framework for the SIMP has been designed in response to the CoA (B61). It aligns with the NSW SIA Guideline (NSW DPPI, 2025) and the *Social Impact Management Plan Toolbox* (NSW DPPI, 2023). The framework is designed to ensure systematic tracking of mitigation delivery, social outcomes, and adaptive responses to community feedback.

The full Mitigation and Management Framework is presented in Table 12 and provides a detailed breakdown of:

- **SIMP ID and social impact:** Each measure is linked to a defined social impact theme, including a unique SIMP ID.
- **Mitigation and enhancement strategies:** Strategies are tailored to the identified impact, stakeholder group, and construction phase.
- **Targets and indicators:** Measurable goals are provided to assess the performance of each mitigation action.
- **Monitoring frequency and methods:** Methods include surveys, complaints tracking, and direct stakeholder engagement. Frequency ranges from monthly to annual depending on the nature of the impact.
- **Responsibility:** Roles for implementation and oversight are assigned to AGJV, Transgrid, and other project stakeholders.
- **Desired outcomes:** Statements articulate the intended long-term social outcome of each mitigation action.
- **Linked plans and strategies:** Cross-references to related plans such as the Community Communications Strategy, Biodiversity Management Plan, Worker and Workforce Development Plan, and Interface Management Plan.

Appendix F presents a consolidated summary of the monitoring framework, grouping key indicators and targets by social impact area to support implementation and regulatory compliance. The summary also identifies relevant data sources and baseline references, and shows how SIMP measures align with other management plans and strategies across the Project.

Importantly, adaptive management is a core feature of the monitoring approach. Performance indicators and early warning mechanisms—such as short-form “pulse check” surveys and stakeholder complaints—function as trigger action response mechanisms (TARPs). These enable the Project team to respond quickly to emerging social risks or gaps in mitigation effectiveness.

5.2 OVERVIEW OF MITIGATION MEASURES

The SIMP outlines a mix of foundational tools and tailored measures to manage identified social impacts. These are proportionate to the significance of impact, affected stakeholder group, and construction activity.

Mitigation strategies are structured around:

- **Stakeholder-specific engagement:** Tailored methods for near neighbours, landowners, Aboriginal stakeholders, local councils, and service providers.
- **Community-facing tools:** Accessible channels such as the 24/7 Community Information Line, drop-in sessions, newsletters, and social media updates.
- **Workforce and housing strategies:** Including temporary accommodation camps, local workforce targets, and partnerships to support employment, housing, and service access.
- **Amenity and environment:** Measures to manage dust, noise, visual changes, and land use disruption, including respite, revegetation, and environmental partnerships.
- **Cultural heritage and cohesion:** Actions to promote Aboriginal and non-Aboriginal cultural values, cohesion programs, and participation in local events.

The CCS provides detailed guidance on how engagement approaches are tailored to landholders, near neighbours (generally defined as residents within 500 m of construction activity), and the broader community. Specifically, Table 3 of the CCS outlines the mechanisms, frequency, and communication tools used to deliver personalised engagement—such as doorknocks, PMPs, and one-on-one briefings

for directly impacted residents—alongside broader initiatives like newsletters, community forums, and a 24/7 information line.

These tailored approaches are embedded across the mitigation and monitoring measures in Table 10, ensuring that social impacts are managed proportionately, with heightened responsiveness in more intensely affected areas. Commitments to targeted engagement for near neighbours are clearly operationalised through both the PMP process and the CCS.

5.3 FOUNDATIONAL MITIGATION TOOLS

The following tools are implemented across the Project to support consistent and equitable social impact management:

- **24/7 Community information 1800 number:** Enables landowners and the broader community to make enquiries or raise concerns at any time, supporting timely resolution of issues.
- **Complaints Management Process:** Ensures complaints and community concerns are effectively logged, addressed, and resolved in accordance with established procedures.
- **Individual PMPs:** Developed in consultation with affected landowners to manage property-specific impacts during construction and operation. PMPs address matters such as access, biosecurity, livestock management, and environmental risks, while supporting ongoing engagement and dispute resolution.
- **Dedicated Community Liaison Officer:** A dedicated project representative responsible for ongoing engagement with directly and indirectly impacted landowners, community groups, and stakeholders. The officer supports the delivery of PMPs, local information sessions, school programs, and site tours.
- **Temporary Accommodation Camps in Yass and Adjungbilly:** The establishment of new temporary worker accommodation facilities is designed to reduce pressure on local short-stay and rental housing markets. Each site includes food and catering, recreational and fitness amenities, first aid, and parking and are managed under detailed Accommodation Management Plans. Transgrid will also consider legacy accommodation opportunities during the demobilisation phase, in consultation with councils and regional housing stakeholders. These opportunities may include reuse or adaptation of workforce facilities to meet long-term housing needs.
- **Dedicated Accommodation Coordinator (Stage 2 refinement):** Introduced through the Consistency Assessment, this role oversees workforce accommodation planning, liaises with councils, accommodation providers and tourism networks, and coordinates responses to issues arising under the dispersed accommodation model.
- **Temporary Workforce Accommodation Plan (Stage 2 refinement):** Appended to this SIMP, this plan sets out the management framework for dispersed worker accommodation across Goulburn Mulwaree and Upper Lachlan Shire LGAs, including booking coordination, monitoring of short-term rental markets, and protocols for engagement with councils and service providers.
- **Targeted Communication Action Plan (CAP) (Stage 2 refinement):** Delivered under the AGJV Community and Stakeholder Engagement Management Plan (CSEMP) and aligned with the approved Community Communication Strategy (CCS). The CAP provides specific actions for communicating worker accommodation arrangements, managing seasonal tourism/event pressures, and supporting transparency with councils and communities.

Together, these foundational tools provide a consistent, flexible, and transparent framework for mitigating the social impacts of construction, while ensuring refinements are in place to manage the redistributed impacts of the revised accommodation strategy.

5.4 FOUNDATIONAL MONITORING TOOLS

In addition to mitigation measures, the Project will implement a suite of foundational monitoring tools. These are designed to evaluate the effectiveness of mitigation strategies and support continuous improvement by identifying trends, emerging issues, and community sentiment. They include:

Annual Community Attitudes Survey: As required by CoA (B61), an independent survey will be conducted annually to monitor community perceptions of the Project. The survey will be delivered by a third-party provider, who will be responsible for developing and refining the survey tool, sampling approach, and delivery method in consultation with the Project Team. The survey design will be informed by known and predicted social impacts, feedback received through ongoing engagement, and the need to support adaptive management.

Where feasible, the Project will seek to ensure that the same independent provider is engaged across both HumeLink East and HumeLink West. This would support consistency in survey methodology, enable regional comparison over time, and promote a coordinated approach to reporting and analysis.

The survey will aim to capture relevant feedback on community experiences and satisfaction with the management of social and environmental impacts. The selection of survey content will be informed by the types of social impacts anticipated in different areas and construction phases.

To support consistent monitoring and enable meaningful comparison over time, the following social indicators will be used across both the annual and pulse check surveys (see below), as relevant to the context:

- Satisfaction with engagement and communication processes
- Perceived disruptions (e.g. traffic, dust, noise) or benefits (e.g. local jobs, investment)
- Attitudes toward workforce presence and its impact on community cohesion
- Perceptions of project responsiveness and mitigation effectiveness
- Sense of personal wellbeing, safety, or quality of life during construction.

These indicators reflect key themes identified through community engagement and the Project's social impact assessment and provide a foundation for consistent tracking of social outcomes.

Where appropriate, the survey may be stratified by location or community type to reflect different levels of construction activity. Results will be compared against baseline data and previous findings to support community reporting, track trends, and guide refinements to engagement and mitigation strategies.

Localised sentiment monitoring: In high-impact areas—such as around construction compounds, haulage routes, or sites with sustained activity—the Project will adopt a layered approach to community sentiment monitoring to support adaptive management of social impacts.

This approach includes:

- **Pulse Check Surveys:** Short-form, targeted surveys undertaken during key construction milestones or periods of heightened activity (e.g. commencement of haulage, extended night works, compound establishment near residential areas). These surveys are designed to proactively identify emerging social impacts and gauge community satisfaction with communication and mitigation efforts. Pulse Check Surveys will:
 - Be triggered by specific construction activities likely to result in increased disruption
 - Be designed to assess relevant social indicators such as perceived noise, safety, access, communication effectiveness, or amenity loss
 - Be delivered via outbound calls, brief online tools, or short interviews at drop-in sessions
 - Use locality-based or stratified sampling where appropriate
 - Feed into monthly reporting and be used to inform timely mitigation or engagement responses
- **PMP-based engagement:** Engagement through Property Management Plans will be used to gather structured feedback from host landholders regarding the day-to-day impacts of construction activity, site access, environmental risks, and mitigation effectiveness.
- **Locality-based tracking of complaints and queries:** All complaints and queries received will be tracked by location to support early identification of trends or emerging issues requiring additional action.
- **Integration with monthly reporting:** Insights from surveys, PMPs, and complaints tracking will be integrated into regular project reporting to inform adaptive responses where required.

Engagement and complaints tracking: All engagement activities and complaints will be systematically recorded throughout the Project lifecycle. This includes details of interactions, concerns raised, response actions, and resolution outcomes. As outlined in the Community Communications Strategy (<https://www.transgrid.com.au/media/221fthjf/community-communication-strategy-revc.pdf>), this process supports transparency, timely issue resolution, and accountability in managing social concerns.

Monthly Reporting and TARP Activation: Results from engagement, surveys, and incident data are integrated into routine reporting and used to refine mitigation.

5.5 MITIGATION AND MANAGEMENT FRAMEWORK

The full framework is presented in Table 12 and should be read in conjunction with relevant management plans and strategies. The table is structured by social impact theme and provides

traceability between the social baseline, predicted impacts, mitigation commitments, and monitoring responsibilities.

Table 12 Mitigation and Management Framework:

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
Area of Social Impact: Impacts to near neighbours and broader community										
SIMP 04	Increased construction vehicle movement and construction activity, may cause intermittent noise and vibration disturbances for residents near construction compounds and within the Project footprint, potentially leading to sleep disruption during peak construction periods	Nearby neighbours of compounds, laydown areas, or haulage routes, particularly in Roslyn, Bannaby, Yass and Adjungbilly areas, including shift workers, people with disability or health issues, children and older residents.	Enabling works and civil works phases, particularly during compound establishment and haulage	<p>Targeted and stratified engagement measures, in accordance with the Table 3 of the CCS. Including tailored measures for nearby neighbours and host landholders such as:</p> <ul style="list-style-type: none"> - A dedicated Community Liaison Officer - Individual Property Management Plans (PMPs) - Face-to-face engagement, including door knocks and property visits - Provision of respite options during periods of sustained intrusive noise or vibration, where applicable. - Timely notifications of impactful works using opt-in communication channels tailored to stakeholder preferences (e.g. email, SMS, printed letters, phone calls). <p>For the broader community, including residents of townships and those along transport routes:</p> <ul style="list-style-type: none"> - A 24/7 Community Information Line for all enquiries and complaints. - A range of accessible communication tools is used, including large-format signage, easy-to-read printed newsletters, translated materials (if required), and online channels such as the Project website and social media. - Community drop-in sessions, including regular 'coffee and chat' events, are held to update residents and capture feedback. - Complaints Management Process. 	<p>Conduct at least two engagement activities per year in each LGA</p> <p>Stable or increased stakeholder-reported understanding of the Project and satisfaction with project communication methods</p> <p>100% of calls or queries to the 24/7 community line are answered promptly</p> <p>All residents and businesses within a 500m radius are notified at least seven days in advance of impactful works</p> <p>100% of complaints provided a verbal response to phone enquiries within two business days from the time of the enquiry being received unless the caller agrees otherwise.</p>	<p>Data: Number and type of stakeholder engagement activities conducted; attendance records; participant feedback from community surveys and short-form "pulse checks"; call logs (times, durations, enquiry types, responses); number and timing of notifications issued; complaints register details (response times, resolutions, repeat occurrences).</p> <p>Source: CCS engagement mechanisms including the 24/7 community line, drop-in sessions, Place Manager interactions, pulse-style interviews and follow-up calls, complaints register, and community attitudes surveys.</p>	<p>Monthly reporting</p> <p>Pulse checks monthly in active work zones</p> <p>Annual Community Attitudes Survey</p> <p>Monitor feedback trends from near neighbours and broader community separately to identify locality-specific issues. Use community engagement records to adapt communication frequency and channels where needed</p>	AGJV; Community and Stakeholder Engagement Manager	<p>Stakeholders and the community are engaged in an open and transparent process</p> <p>Landowners and nearby neighbours are aware of the Project schedule and support to manage impacts</p> <p>Engage and build on the relationships of the impacted communities, stakeholders, Registered Aboriginal Parties and LGAs to minimise local and regional disruption</p>	Community Communications Strategy
SIMP 14	Increased dust and noise during construction, causing a decline in social	Properties adjacent to construction corridors between Adjungbilly and Yass, and Yass to Roslyn —	Enabling and civil works phases — especially vegetation clearing,	Use of KNOWnoise software to develop models to ensure receptors are not exposed to excessive construction noise	0% non-compliance events during construction that	Data: Total number of complaints, response time for each complaint	Annually As per SIMP04	AGJV Environment and Sustainability Manager	Amenity impacts are minimised through monitoring, engagement	Construction Environmental Management Plan

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
	amenity, health or way of life for host landholders and nearby neighbours, particularly in the sections from Adjungbilly to Yass, and Yass to Roslyn Refer to SIMP 15 for workforce related health and wellbeing impacts	particularly near laydown areas, access tracks and work fronts, including older adults, people with respiratory conditions or noise sensitivity, shift workers, and young children exposed to prolonged dust or construction noise.	access track upgrades, and tower footing works	Regular monitoring of noise, dust, vibration around site Respite periods throughout long periods of excessive noise. Assess and adjust respite or communication strategies in response to feedback from affected residents. Ensuring good community engagement with receptors and beyond as per SIMP04 Working within standard hours unless approved out of hours Coordinate engagement and mitigation measures with community wellbeing services where health-related complaints are reported.	could cause amenity impacts 80% of complaints are responded to within 24 hours and resolved to the complainant's satisfaction Long-term trend in the number of complaints over the project lifecycle (e.g., a reduction in complaints after mitigation strategies are implemented)	and resolution status of each complaint Source: Complaints register, non-compliance register As per SIMP04			and continuous improvement initiatives	
SIMP 16	Changes to the visual landscape and how people experience their rural surroundings, something people value	Landholders, rural residents and road users in visually prominent areas near construction sites, including ridgelines and elevated properties from Adjungbilly to Bannaby, including older residents and people with strong visual or cultural attachment to landscape amenity; road users may also be affected during active construction phases.	Throughout construction, with greatest impacts during structure erection and stringing, visual restoration addressed during demobilisation and site rehabilitation.	Percentage of disturbed areas that have been revegetated within a specified timeframe after construction activities are complete Consider the Project's ecological impacts to increase support to local wildlife carers Community engagement with receptors and broader stakeholders, in line with the CCS and techniques described in SIMP04.	Revegetation of ancillary facilities, temporary disturbance areas, and material sites will commence as soon as practicable following completion of construction activities and be completed within six months or as otherwise agreed with the Planning Secretary, consistent with MCoA B63. Revegetation will be prioritised in areas of high biodiversity value or visual sensitivity, including ridgelines and elevated properties. Establish dialogue with at least one local environmental group (e.g. Landcare or wildlife carers) in each LGA and discuss potential partnership for the Project's environmental restoration/offset work	Data: Total area of disturbed land that requires revegetation, area of disturbed land that has been successfully revegetated and dates of completion for revegetation activities, engagement outcomes, complaints Source: Revegetation monitoring reports, rehabilitation progress reports, site inspection records, community and landholder feedback, and compliance with MCoA B62 and B63.	Weekly during the revegetation period (to ensure timely tracking of progress). Quarterly reports, thereafter, summarising the success of revegetation efforts and any challenges faced.	AGJV Environment, Approvals and Sustainability Manager	The project adequately manages and enhances aesthetic values in the social locality	Biodiversity Management Plan
SIMP 07	Road closures and changes to access routes may increase traffic in town centres, create minor delays from detours, and potentially impact	Communities along key haulage routes and local road networks, particularly within and around Gundagai, Yass, Crookwell, and Roslyn town and village centres, including freight-	During enabling and civil works phases — particularly during haulage of materials, access track upgrades, and compound establishment	Implement clear signage and public communication about road closures and detours Work closely with local traffic authorities to optimise detour routes and reduce delays.	80% of complaints are responded to within 24 hours and resolved to the complainant's satisfaction At least one meeting with Emergency	Data: Number of meetings scheduled and held with emergency services, attendance records from each meeting and topics discussed and outcomes from	Quarterly Road dilapidation prior to use by project heavy vehicles, then	AGJV; Community and Stakeholder Engagement Manager and Traffic Manager	The Project will minimise disruption to road user by effectively managing road closures, detours, and traffic flow during construction activities	Traffic and Transport Management Plan Community Communication Strategy

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
	emergency response times	dependent enterprises, people with disability or mobility constraints, and emergency services reliant on timely road access.		<p>Coordinate with emergency services to ensure timely access to areas during construction.</p> <p>Develop and promote alternative transport options (e.g., worker shuttle bus etc)</p> <p>Implement a flexible schedule for heavy vehicle movements (including curfews) where possible, conduct regular traffic monitoring and assessments to adjust strategies if necessary</p> <p>Ensure tourism operators are consulted and included in communications</p>	<p>Services per month during construction</p> <p>Conduct road dilapidation surveys of all local roads used by the Project</p>	<p>meetings, Total number of complaints received regarding delays, time taken to respond to each complaint and resolution status of each complaint</p> <p>Source: Meeting minutes and agendas, attendance logs, follow-up correspondence summarising discussions, complaints register, CCS contact channels (24/7 line, drop-ins, email).</p>	Annual and then post use by project heavy vehicles			
SIMP08	Disruptions to transport may lead to increased stress and unintentional financial burdens for residents who rely heavily on private vehicles	Residents in car-dependent areas or with limited public transport access, including rural and peri-urban households in the Upper Lachlan Shire, Snowy Valleys and Cootamundra-Gundagai LGAs, including vulnerable groups such as people with disability, older residents, and low-income households reliant on vehicle access for work or services.	Throughout construction phase — with peak impacts during temporary road closures and traffic rerouting events	<p>Provide clear communication to residents about expected disruptions and alternative routes or modes of transport</p> <p>Establish transport assistance services for vulnerable residents or those with limited transport options (e.g., shuttle buses or vouchers for taxis)</p>	<p>Use at least three communication channels to provide updates on transport disruptions</p> <p>Target: Achieve at least 75% positive response in surveys regarding communication effectiveness</p> <p>All complaints responded to within 24 hours</p> <p>Target: Provide notifications at least seven days in advance of significant transport disruptions</p>	<p>Data: Number of communication channels utilised, percentage of residents who feel adequately informed about transport disruptions, number of inquiries or complaints regarding lack of communication or unclear information</p> <p>Source: community attitudes survey, complaints register, feedback from CCS channels (e.g. 24/7 line, email, in-person sessions).</p>	<p>Annually + Pulse checks in active work zones</p> <p>Monthly reporting of complaints.</p>	AGJV; Community and Stakeholder Engagement Manager	The Project will Reduce the stress and financial burden on residents by minimising disruption to vehicle access	<p>Traffic and Transport Management Plan</p> <p>Community Communication Strategy</p>
Area of Social Impact: Impacts to near neighbours and broader community (Cultural awareness)										
SIMP12	Disconnection from Aboriginal cultural heritage due to changes to land use potentially impacting the identity and the erosion of cultural practices, and people's ability to have a say in the management of cultural heritage	Aboriginal people with cultural and historical ties to the landscape—including Registered Aboriginal Parties and Traditional Owners—linked to areas with known or registered Aboriginal cultural heritage, particularly along access tracks and tower easements near Roslyn, Crookwell, and Tumut.	Throughout construction — particularly during vegetation clearing, ground disturbance, and access track works; cultural heritage management continues through site rehabilitation.	<p>Aboriginal people are actively engaged in preserving and strengthening their culture through opportunities for managing and protecting cultural heritage</p> <p>Incorporate Aboriginal cultural values into Project planning and execution, including toolbox and workforce inductions</p> <p>Minimise land use impacts through culturally informed land management strategies</p> <p>Facilitate community consultations to ensure Aboriginal voices guide the project's development</p> <p>Implement educational programs on cultural preservation for the workforce and stakeholders</p>	<p>100% workforce completion rate for cultural heritage training and toolbox inductions</p> <p>Ensure 100% of identified cultural heritage sites are safeguarded through appropriate mitigation measures (e.g., buffer zones, restricted access)</p> <p>Positive feedback from Aboriginal communities on the preservation of cultural heritage</p>	<p>Data: Feedback surveys from community consultations, workforce surveys event participation records, workforce participation in cultural training</p> <p>Source: WSAT, procurement register, engagement records, community attitudes survey outcomes</p>	Monthly: Reporting on progress and achievement	Aboriginal Participation Manager	The Project supports and strengthens Aboriginal Cultural Heritage	<p>Local Business and Employment Strategy</p> <p>Community Communication Strategy</p>

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
				Monitor cultural heritage impacts throughout the Project lifecycle and adapt plans as needed						
SIMP 13	Disconnection from non-Aboriginal cultural heritage due to changes to land use potentially impacting the identity and the erosion of cultural practices	Local residents, community groups, and historians with strong cultural connections to non-Aboriginal heritage in communities such as Crookwell, Gundagai, Adelong, and Tumut—particularly older residents and volunteers dedicated to preserving local identity and memory through historical landmarks and culturally significant events.	During ground disturbance and civil works phases; education and cultural programs to be implemented throughout construction.	<p>Work with local and Aboriginal Indigenous communities to document and protect cultural sites and practices</p> <p>Develop public awareness campaigns about the significance of local cultural heritage</p> <p>Provide funding or resources to community-led cultural heritage preservation initiatives</p> <p>Commit to sustainable practices that minimise disruption to both Aboriginal and non-Aboriginal cultural landscapes</p>	At least two initiatives to enhance connection to country per year, during construction, for example, cultural immersion tours, participation in significant Indigenous events, and artefact handling and/or return-to-country engagement processes collaborating with the relevant Local Aboriginal Land Councils (LALCs)	<p>Data: Number of initiatives description of each initiative including objective, activities, participant feedback, participation rates of workforce members in each initiative</p> <p>Source: event records and attendance logs, feedback surveys from participants, engagement records from consultations with local Indigenous leaders</p>	Monthly	Aboriginal Participation Manager	The Project promotes the protection and celebration of both Aboriginal and non-Aboriginal cultural heritage, ensuring that land use changes do not disrupt cultural identities or practices	Local Business and Employment Strategy
Area of Social Impact: Housing affordability and availability for locals										
SIMP03	The presence of a construction workforce may strain long-term rental accommodation, reducing vacancies and increasing rent prices, impacting local residents, including low-income earners and other vulnerable community members	Local residents in rental housing across Yass, Tumut, Gundagai, Harden, and surrounding towns—particularly low-income earners, single-parent families, people with disability, and others vulnerable to displacement due to limited rental supply and rising housing costs. These towns have constrained long-term rental markets and are likely to accommodate non-resident workers outside the Yass and Adjungbilly camps.	Primarily during enabling and early civil works (2025–2026), if peak workforce demand exceeds capacity of temporary accommodation camps or if short-term stays are sought in regional town centres.	<p>Maximise local employment opportunities to minimise demand for accommodation, through collaboration with Workforce Australia and other local employment providers, pre-employment training programs, partnership with TAFE NSW and provision of training in high-demand Areas.</p> <p>Advertising opportunities on Transgrid Project website and communication materials</p> <p>The establishment of Workforce Accommodation Camps in Adjungbilly and Yass to minimising impact on rental market</p> <p>Engage with stakeholders such as local councils and tourist operators to understand cumulative pressures on housing and accommodation markets from other projects, and devise methods to control for these as necessary. This may involve early and coordinated accommodation booking or agreements with specific accommodation providers to cater for the workforce that won't be residing in temporary workforce accommodation camps</p>	<p>7% of workforce are residents in the social locality and percentage in each LGA is greater than zero.</p> <p>Minimise displacement of local residents and businesses due to increased competition for accommodation by tracking local rental price trends.</p> <p>Conduct regular pulse check surveys during peak workforce periods to assess community concerns around displacement and housing stress</p> <p>Accommodation camps established and operational prior to peak workforce accommodation demand</p>	<p>Data: workforce participation data, documentation of discussion and outcomes from those meetings, feedback from local residents, businesses, and accommodation providers gathered via CCS mechanisms (e.g. Place Managers, 24/7 community line, drop-in sessions). Rental price data, vacancy rates.</p> <p>Source: workforce participation data captured in Worker Safety Authorisation and Training (WSAT) system, engagement records (including CCS feedback channels), community attitudes survey outcomes, SQM Research</p>	Monthly Contractor report + pulse checks in active work zones	AGJV Workforce Development and Participation Manager	The Project does not impact housing affordability and availability for locals	Accommodation Management Plans

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
				Assess options for rental, temporary, and permanent housing on landholder properties as part of the accommodation strategy Provide regular updates on workforce accommodation arrangements, including the anticipated and actual proportions of workers living off-site, through public-facing channels such as community updates or newsletters						
		Local renters, including low-income earners, people with disability, and those in transitional housing in Goulburn and Crookwell. Particularly affected during seasonal peaks when short-term accommodation is withdrawn from the general rental market or repriced due to elevated demand.	Indirect effects may arise during the workforce accommodation period if demand for short-stay rooms displaces stock from the casual rental pool or drives up short-term rental prices. Most likely in Crookwell and Goulburn during event-heavy or high-demand periods.	Prioritise use of commercial accommodation (motels/hotels) over residential rentals. Consider the use of alternative accommodation types—such as Airbnb and other short-stay platforms—to help reduce pressure on traditional overnight stay providers. Maintain a workforce accommodation register to track demand and avoid overlap with long-term rental market Engage early with councils and housing providers to monitor any emerging pressures Maximise local employment opportunities to minimise demand for accommodation, through collaboration with Workforce Australia and other local employment providers, pre-employment training programs, partnership with TAFE NSW and provision of training in high-demand Areas. Coordinate with local councils and tourist operators to manage potential housing pressures from multiple projects, including early bookings or formal agreements with accommodation providers if required. Appoint a Dedicated Accommodation Coordinator to oversee worker accommodation planning, stakeholder liaison, and conflict resolution related to dispersed accommodation. Coordinator to work closely with Councils.	7% of workforce are residents in the social locality and percentage in each LGA is greater than zero. 100% of workforce accommodation tracked in the accommodation register (commercial short-stay, camp, or alternative). Evidence of engagement with councils/housing providers at least quarterly to monitor pressures. Early bookings or agreements secured with accommodation providers ahead of identified seasonal peaks or concurrent project activity.	Data: Workforce participation data (number and proportion of local hires, participation in training pathways), procurement records (evidence of early booking agreements with local accommodation providers during peak or event periods), pulse check survey results (feedback from local providers on displacement or rental market stress), workforce accommodation register entries (bookings by location, type [hotel/motel/Airbnb], and duration). Source: WSAT system, AGJV procurement system and contract files (Procurement records)., Consultation Manager / Engagement activity log, Workforce accommodation register, maintained and reported monthly).	Monthly Contractor report + pulse checks in active work zones		Temporary Workforce Accommodation Plan Community Communication Strategy (CCS)	

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
				accommodation providers, and community members.						
Area of Social Impact: Impacts to tourism and the visitor economy										
SIMP 01	A decline in tourism to the social locality may result from reduced availability of short-term accommodation for tourists, due to occupancy by construction workers, particularly in the main tourism areas of the Snowy Valleys LGA and Gundagai	Tourism operators, casual hospitality workers, seasonal event staff, and accommodation providers across Tumut, Gundagai, and surrounding townships in the Snowy Valleys and Cootamundra-Gundagai LGAs. These impacts are most likely during tourism peaks and local events when workforce demand overlaps with visitor accommodation needs.	During peak regional tourism periods that overlap with temporary workforce demand Monitoring and mitigation to be prioritised around major events (e.g. Yass Show, Murrumbateman Field Day)	<p>Regular liaison with Council and event organisers to understand upcoming events.</p> <p>Modify activities to accommodate the requirements of special events.</p> <p>Carry out activities in a way that minimises any interface or disruption to special events or the planning and preparation for special events.</p> <p>Attend any meeting relating to special events or the planning and preparation for special events as required and requested by Transgrid.</p> <p>Collaborate with local tourism operators to ensure key events are not adversely impacted by accommodation shortages by 'dynamic scheduling' to release the rooms required to support these events.</p> <p>Coordinate communication strategies with LGA tourism services, Visitor Information Centres, and Destination NSW networks (e.g. Southern and Riverina Murray) for transparency with potential visitors, including online communication channels.</p> <p>Provide visitor-facing project information through signage, local visitor centres, and online platforms to support awareness and minimise disruption.</p>	<p>Accommodation provider and tourism stakeholder satisfaction maintained during major events</p> <p>Tourism provider satisfaction maintained or improved during overlapping peak periods</p> <p>Evidence of proactive event planning through dynamic scheduling measures in collaboration with local tourism operators or services.</p> <p>Quarterly engagement with Destination Networks and local councils to discuss emerging tourism issues and identify opportunities for tourism-aligned investment. Include visitor-related indicators in Annual Community Attitudes Survey and review tourism KPIs with Destination Networks and local councils annually.</p> <p>At least one visitor-facing communication initiative implemented annually.</p>	<p>Data: Vacancy rates or short-term accommodation, number of complaints received from temporary accommodation providers and tourism bodies regarding vacancy issues, meeting records.</p> <p>Source: engagement and complaints records, meeting and feedback from tourism bodies and local councils, available visitor economy data from sources such as CommBank iQ or Localis, where accessible through Destination Networks, to track seasonal spending trends and visitor profiles, CCS communication tools including complaints register, event feedback forms, and Visitor Centre engagement records.</p>	<p>Pulse checks during peak regional tourism periods + monthly reporting</p> <p>Annually</p>	AGJV; Community and Stakeholder Engagement Manager	The Project minimises impacts on temporary accommodation providers during major tourist events and peak seasons e.g. Yass Show, Irish and Celtic Music Festival, Murrumbateman Field Day, and other major events across all LGAs affected by the Project. Increased local spend from non-resident workers and project representatives has provided short-term benefits to the visitor economy in LGAs.	Community Communication Strategy
		Tourism operators, casual hospitality workers, and accommodation providers in Crookwell and Goulburn, including those reliant on seasonal events (e.g. Raceway events, weekend markets).	Impacts are most likely during peak visitor periods (e.g. public holidays, local events, and weekends, note there are also weeklong events and/or events during weekdays) that overlap with the peak construction workforce accommodation period, when short-stay rooms are occupied by workers in Crookwell and Goulburn.	<p>Incorporate tourism accommodation coordination into the Accommodation Coordinator role. This includes dynamic scheduling of bookings, liaison with Destination Networks and local councils, and monitoring of availability during major events/holiday periods</p> <p>Advance Agreements with Accommodation Providers: proactively secure agreements with local accommodation providers to</p>	<p>100% of major event periods (as identified with councils) protected through advance bookings or vacancy guarantees</p> <p>Zero complaints from temporary accommodation providers or tourism bodies relating to vacancy shortfalls due to the project during major tourist events.</p>	Data: agreements with accommodation providers and councils documenting allocations/guarantees for major event periods, vacancy rates or short-term accommodation, number of complaints received from temporary accommodation providers and tourism bodies regarding vacancy issues, meeting records.	Pulse checks during peak regional tourism periods + monthly reporting	AGJV; Community and Stakeholder Engagement Manager	The Project minimises impacts on temporary accommodation providers during major tourist events and peak seasons	Temporary Workforce Accommodation Plan Community Communication Strategy

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
				<p>ensure availability during key events. This will help mitigate last-minute shortage and support event organisers in planning confidently. Secure at least 168 (refer to Appendix H, 279 secured). Rooms to be released when not required. If cooking or recreational amenities are not available, HLE will ensure workers have access to nearby facilities.</p> <p>Regular Interface Meetings with Council: establish regular coordination meetings with council representatives to:</p> <ul style="list-style-type: none"> Identify upcoming events and peak periods. Respond to emerging SSD workforce accommodation needs to minimise overlap. Strategically manage vacancy shortfalls during major events, including: <ul style="list-style-type: none"> IOGKF Gasshuku Ladies Day at the Races St Pat's Old Boys Reunion Goulburn Lilac City Festival Goulburn Rodeo Goulburn Show Hockey NSW Indoor Masters & State Championships Crookwell Country Weekend Binda Picnic Races <p>Consideration of Alternative Accommodation Types: Consider the use of alternative accommodation types—such as Airbnb and other short-stay platforms—to help reduce pressure on traditional overnight stay providers. This will be carefully balanced to ensure that such use does contribute to local housing shortages, and will be</p>	90% of providers involved in project related accommodation agree their business needs were considered and respected	Source: engagement and complaints records, meeting and feedback from accommodation providers and local council. targeted surveys during peak visitor periods to validate satisfaction and perceived pressure.				

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
				<p>coordinated with local providers and councils.</p> <p>Encouraging Workforce Integration: Promote local spending by the workforce to ensure they contribute positively to the local economy. This includes encouraging use of local services, dining, and retail.</p> <p>Feedback Mechanism for Tourism and Accommodation Providers: A dedicated feedback channel will be established for tourism operators and accommodation providers to report issues, share insights, and suggest improvements. This will help us respond quickly to emerging concerns and continuously improve coordination.</p> <p>Recognition of Regular Accommodation Users: Acknowledging that organisations such as ARTC, Essential Energy, Roadworx, and other civil contractors are users of local accommodation. AGJV will engage directly with accommodation providers to ensure that these regular users are not adversely impacted by temporary surges in demand, and that their operational needs continue to be supported.</p>						
SIMP02	The presence of construction workers would increase demand for short-term accommodation, offering a recovery boost for accommodation providers who were impacted by the COVID downturn	Commercial accommodation providers and supporting businesses in Adjungbilly, Yass, Gundagai, and Tumut—particularly family-run motels, farm stays, and short-stay hosts recovering from the COVID downturn. Hospitality and retail workers in towns without workforce camps may also benefit.	Throughout the construction phase, with increased demand expected during enabling and civil works, particularly in periods of workforce ramp-up or reduced camp capacity.	<p>Provision of temporary workforce accommodation at Adjungbilly and Yass to accommodate the non-residential staff</p> <p>Understand baseline data for available accommodation options and track changes due to Project</p>	<p>Accommodation provider and tourism stakeholder satisfaction maintained during major events (e.g. Yass Rodeo, Murrumbateman Field Day)</p> <p>Local tourism businesses and accommodation providers reporting no negative impacts from the project during peak tourism periods, or even increased business during such times due to coordinated planning</p>	<p>Data: rental vacancy rates, engagement and complaints records</p> <p>Source: SQM Research, CCS communication tools including complaints register, event feedback forms, and Visitor Centre engagement records.</p>	Pulse checks during peak regional tourism periods + monthly reporting	AGJV Workforce Development and Participation Manager	The Project minimises impacts on temporary accommodation providers during major tourist events and peak seasons e.g. Yass Show, Irish and Celtic Music Festival, Murrumbateman Field Day, and other major events across all LGAs affected by the Project.	Local Business and Employment Strategy
Area of Social Impact: Labour draw and impacts to local businesses and services										

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
SIMP 17 SIMP 11	<p>Economic uplift and employment opportunities, due to job creation during construction and opportunities for local service providers and community</p> <p>Potential for the Project to help Aboriginal people maintain and strengthen their culture by creating opportunities for involvement in the processes used to manage and protect cultural heritage, as well as jobs and training</p>	<p>Local and regional jobseekers across all LGAs where construction, workforce accommodation, or supply chain contracting occurs. This includes young people, women, Aboriginal people, people with disability, culturally and linguistically diverse (CALD) groups, and those in remote or underemployed communities.</p> <p>Also includes Aboriginal and Torres Strait Islander people—graduates, trainees, jobseekers, and Traditional Owners—seeking opportunities in land care, cultural heritage, or environmental restoration.</p>	Throughout the full construction period — beginning during enabling works and workforce mobilisation (and continuing through peak workforce phases during civil works, tower erection, and stringing.	<p>Pre-employment training and skills programs, internships, and engagement forums to enhance workforce diversity and community involvement</p> <p>Form partnerships with trusted organisations, such as Workforce Australia, TAFE NSW, Destination Southern NSW, RDA, Australian Network for Disabilities (AND), Australian Spatial Analytics (ASA) that will support a diverse workforce</p> <p>Ensure the Project provides flexible employment roles (e.g. remote roles, part-time)</p> <p>Ensure local workforce participation expectations are embedded in procurement processes for subcontractors and subconsultants. This includes requiring contractors and suppliers to demonstrate how they will support local employment outcomes through their own hiring practices</p> <p>Ensure that local employment and training opportunities related to the operation of workforce accommodation camps are identified and addressed within the Worker and Workforce Development Plan. This includes roles such as catering, cleaning, security, and maintenance, with a focus on maximising regional workforce participation</p> <p>Provide dedicated trainee, apprenticeship, SBAT and graduate opportunities</p> <p>Maximise use of specialist partnerships (e.g. Chambers of Commerce), training, and informal/formal mentoring programs</p>	<p>Diversity and inclusion of staff targets:</p> <ul style="list-style-type: none"> 2.5% Aboriginal Workforce 10% Under 25s 10% Over 55s 2% People with disabilities. 25% Cultural identity (identified as NESB) Female participation targets: 4% blue collar and 13% white collar <p>Retention and career progression of underrepresented groups in the workforce including:</p> <ul style="list-style-type: none"> <25% voluntary attrition underrepresented groups underrepresented groups (e.g., Aboriginal workers, workers with disabilities) contracted to the Project until project completion 50% of underrepresented workers (Aboriginal, under 25s, over 55s, people with disabilities) to be employed in skilled positions or progress in their careers through further training <p>10% of workforce participate in training and apprenticeship opportunities throughout construction</p> <p>80% transition rate for apprentices and trainees into permanent positions or further training after the project ends</p>	Data: Workforce participation data captures, retention and career progression rates, exit surveys, promotion/advancement records. Source: WSAT system that captures diversity, procurement documentation and contracts, subcontractor reporting on workforce source (by postcode or LGA), spot checks or audits of workforce data during delivery phase, review of the WWDP to confirm inclusion of camp roles	Monthly during construction	Workforce Development and Participation Manager	The Project has a diverse workforce that offers equitable opportunities for local people, including underrepresented groups, and supports long-term community benefits.	<p>Community Communication Strategy</p> <p>Local Business and Employment Strategy</p> <p>Worker and Workforce Development Plan</p>
SIMP11	Potential for the Project to help Aboriginal people maintain and	Aboriginal and Torres Strait Islander people and communities across the	Throughout the project lifecycle — with key program delivery during	Work with Charles Sturt University, University of Wollongong, and Career	Identify and recruit one Aboriginal or Torres Strait Islander	Data: Workforce participation data captures, employment	Annual	Aboriginal Participation Manager	Provide fair opportunity for local aboriginal people to work on the	Local Business and Employment Strategy

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
	strengthen their culture by creating opportunities for involvement in the processes used to manage and protect cultural heritage, as well as jobs and training	alignment, with focused engagement in Snowy Valleys, Yass Valley, Upper Lachlan, Hilltops, and Cootamundra-Gundagai LGAs. Includes graduates, trainees, jobseekers, Traditional Owners, and Aboriginal-owned businesses or social enterprises seeking employment, subcontracting, or supplier opportunities related to infrastructure delivery or cultural land care.	pre-construction and early construction phases, and employment continuation into peak construction and post-project maintenance phases.	Trackers to identify Aboriginal and Torres Strait Islander graduates and undergraduates Offer scholarships in Entrepreneur and Business Skills for local Aboriginal community members. Create 'Caring for Country' conservation and ecosystem management traineeships Support the creation of Recognised Aboriginal Businesses for ongoing asset maintenance Deliver a pre-employment program for new and Torres Strait Islander workers	graduate and one undergraduate Provide three scholarships to grow small business capabilities Enrol 12 participants in the pre-employment program and guarantee employment for all successful graduates 75% success rate for Aboriginal businesses (post-certification) in maintaining operations or scaling after the project concludes	and business sustainability records (tracking post-project) Source: WSAT system that captures diversity			Project, enhancing the skills of the local aboriginal community	
SIMP 11	Potential for the Project to help Aboriginal people maintain and strengthen their culture by creating opportunities for involvement in the processes used to manage and protect cultural heritage, as well as jobs and training.	Aboriginal and Torres Strait Islander people and communities across the alignment, with focused engagement in Snowy Valleys, Yass Valley, Upper Lachlan, Hilltops, and Cootamundra-Gundagai LGAs. Includes graduates, trainees, jobseekers, Traditional Owners, and Aboriginal-owned businesses or social enterprises seeking employment, subcontracting, or supplier opportunities related to infrastructure delivery or cultural land care.	Throughout the construction phase — with procurement opportunities initiated during pre-construction and tendering, and business engagement continuing through delivery and demobilisation.	Targeted communication campaigns to develop local capacity Market scans to identify opportunities for Aboriginal, local, and social enterprises Breaking down subcontract work packages to enhance accessibility Developing a Subcontractor Support Guide to aid compliance Prioritising local procurement and hosting quarterly subcontractor forums Participation in regional employment shows to connect businesses Distribute clear and accessible communications of job opportunities, beyond national platforms like Seek	Minimum number to engage in the supply chain of: <ul style="list-style-type: none"> 30 Australian SMEs 20 local and regional enterprises Achieving Australian Industry Participation Plan (AIPP) targets: <ul style="list-style-type: none"> 25% of the total project cost from Australian businesses 10% of the project cost from the Study Area Local/regional businesses report a positive financial impact from engaging in the project (e.g., increased revenue, expanded operations)	Data: market scans, monitoring procurement data through online portals. feedback during quarterly subcontractor forum Benchmark audits for compliance with subcontractor quality and workforce diversity surveys with local businesses during construction Source: WSAT, procurement register, engagement records	Monthly: Reporting on progress and achievement Quarterly: Hosting forums and reviewing local engagement initiatives	AGJV Project Procurement Manager (assisted by Aboriginal Participation Manager) AGJV Workforce Development and Industry Participation Manager	Maximise engagement with local and regional businesses to ensure most packages are procured through Australian-owned enterprises	Local Business and Employment Strategy. Community Communication Strategy Worker and Workforce Development Plan
Area of Social Impact: Access to social infrastructure and services										
SIMP09 SIMP15	The temporary influx of construction workers may strain social infrastructure and services, increasing demand for healthcare services, GPs, emergency services, and recreational facilities, potentially exacerbating existing service constraints Potential risk to the physical and mental health of the	Regional towns with limited social infrastructure capacity, such as Tumut, Yass, Gundagai, and Crookwell, and surrounds. Particularly affected are residents with chronic health conditions, older people, children, pregnant women, and low-income households reliant on accessible healthcare and community services	Throughout construction, particularly during civil works and peak workforce periods, when accommodation capacity and health service use may overlap.	Provision of on-site medical support through appropriately trained first aid personnel, supported by clear escalation procedures to nearby healthcare services if required Ensure workforce accommodation sites are equipped with first aid facilities and that trained staff are available during operational hours Implement a workforce wellness program, including	90% of workforce are engage in at least one wellness initiative implemented by the contractor during each construction year 85% satisfaction from workers regarding wellness programs 25% voluntary attrition of project workforce until project completion	Data: Number of wellness initiatives offered Participation rates of the workforce in each initiative and feedback from participants on the initiatives Effectiveness and areas for improvements Source: Attendance records for each wellness initiative, surveys or feedback forms completed by	Monthly: reporting	AGJV Workforce Development and Industry Participation Manager	The Project does not impact access to social infrastructure and services for locals	Local Business and Employment Strategy Temporary Workforce Accommodation Plan(s)

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
	construction workforce due to remote work locations, unsafe work practice or other contributing factors			preventative health initiatives and access to mental health support	<p>10% of workforce are residents in the social locality and percentage in each LGA is greater than zero</p> <p>100% of workforce accommodation sites have designated first aid facilities and trained personnel available during operational hours</p> <p>All sites maintain a documented and tested escalation procedure for medical emergencies</p>	<p>participants, contractor reports summarising engagement levels and wellness program outcomes, feedback from the community and service providers gathered through CCS engagement channels such as drop-in sessions, Place Managers, and the 24/7 Community information 1800 number.</p> <p>Data: workforce participation data</p> <p>Source: workforce participation data captures in Worker Safety Authorization and Training (WSAT) system</p>				
SIMP10	The temporary increase in demand for goods and services due to the presence of the temporary workforce, could lead to higher prices or changes in availability, negatively impacting residents who may face higher costs or lower-quality options	Retail and service centres in Yass, Tumut, Gundagai, Crookwell, Cootamundra and surrounding areas. Particularly affected are residents on low or fixed incomes — including pensioners, single-parent households, and renters — who may be disproportionately impacted by price inflation or supply disruptions of essential goods and services.	Ongoing during civil and main works phases, particularly during peak workforce periods and holiday seasons when local supply chains are already stretched	<p>Engage local suppliers and prioritise contracts with local businesses to stabilise supply and prices.</p> <p>Encourage workforce integration by promoting temporary workforce spending in the community to boost local economy.</p> <p>Educate workforce and encourage responsible consumption practices among the temporary workforces.</p>	<p>No reported shortages of key goods and services during the Project period due to construction of HLE.</p> <p>Positive feedback from local businesses and residents on economic impacts. Greater than 70% of residents report satisfaction with access to and affordability of services and infrastructure in the Annual Community Attitudes Survey</p>	<p>Data: community attitudes survey, complaints or feedback from Council, Business Chambers or other key stakeholders.</p> <p>Source: engagement records and attendance logs, community attitudes survey outcomes, feedback submitted via CCS tools (e.g. 24/7 Community information 1800 number, Place Manager discussions).</p>	<p>Monthly: reporting</p> <p>Annual Community Attitudes Survey</p>	AGJV; Community and Stakeholder Engagement Manager	The temporary workforce's increased demand for goods and services supports economic growth without negatively impacting residents' access to affordable and quality goods and services	Community Communication Strategy
SIMP 18 SIMP 19	<p>The potential loss of productive land and changes to property ownership for landowners, with possible dislocation of households affecting their way of life, community, health and wellbeing and livelihood</p> <p>Potential strain on accommodation capacity due to the presence of the temporary workforce, potentially disrupting seasonal tourism and</p>	Landowners whose properties are directly affected by easements, tower construction or property access changes — particularly in Upper Lachlan, Yass Valley, Cootamundra-Gundagai and Snowy Valleys LGAs. Includes host landholders, rural residents, farmers and households with financial or emotional ties to the land, who may be sensitive to uncertainty, stress, or community disruption.	From early enabling works through to civil works, with long-term stress potentially emerging during access arrangements, demobilisation, and rehabilitation.	<p>Implementation of Community Investment and Benefits Plan that is informed by engagement with local LGAs and stakeholder groups and provides long-term value</p> <p>Regularly check on progress towards achievement of process and objective metrics</p> <p>Establish partnerships between local mental health services and the contractor, to benefit both construction workforce and landowners</p> <p>Dedicated community liaison officer and 24/7 Community information 1800 number)</p>	<p>At least one partnership, community grants or benefits awarded to support mental health initiatives</p> <p>Greater than 70% of business and local residents report satisfaction economic impact in Annual Community Attitudes Survey</p> <p>No material concerns raised by mental health service providers or recipients regarding the</p>	<p>Data: Number of partnerships, community grants or benefits awarded, amount of funding allocated for each grant, description of each funded initiative and its intended health and wellbeing outcomes</p> <p>Monitor progress towards achievement of process and objective metrics. engagement outcomes, complaints</p> <p>Source: Social investment records, reporting from grant recipients on project</p>	<p>Annually</p> <p>Quarterly</p>	AGJV; Community and Stakeholder Engagement Manager	The Project makes best efforts to avoid or minimise any activities causing adverse stress and anxiety for the community including affected landowners	Community Communication Strategy

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
	major community events				accessibility or effectiveness of supports, with feedback used to guide continuous improvement.	implementation and outcomes. community attitudes survey outcomes, complaints register, and CCS reporting mechanisms (e.g. Place Manager liaison, 24/7 Community information 1800 number).				
SIMP09 SIMP21	<p>The temporary influx of construction workers may strain social infrastructure and services, increasing demand for healthcare services, GPs, emergency services, and recreational facilities, potentially exacerbating existing service constraints</p> <p>The construction of multiple large projects over the same timeframe, creating a cumulative shortage of both short-term and long-term accommodation</p> <p>Increased construction vehicle movements from multiple large projects over the same time frame, producing cumulative noise and dust impacts along common haulage routes</p>	<p>Retail and service centres in Yass, Tumut, Gundagai, Crookwell, Cootamundra and surrounds, and properties adjacent to construction corridors between Adjungbilly and Yass, and Yass to Roslyn (particularly near laydown areas and access tracks). Affected groups include local residents and businesses experiencing accommodation shortages and housing competition — particularly renters, low-income households, key workers (e.g. teachers, nurses), and service-dependent community members in towns with seasonal accommodation reliance.</p>	Ongoing during civil and main works phases, particularly during peak workforce periods and holiday seasons	<p>Meetings held with Emergency Services to identify any trends in service demand and monitor ambulance and police call-out attributed to the Project</p> <p>Work with local councils and transport authorities to plan around key transport infrastructure</p> <p>Develop traffic management plans or minimise disruptions during construction</p> <p>Share updates on disruptions and alternative transport options if required with the community</p> <p>Regular engagement with Local Councils in accordance with CCS to identify changes in capacity or resourcing pressures related to project workforce influx.</p> <p>Implement a Temporary Workforce Accommodation Plan for Goulburn and Upper Lachlan LGAs, appended to the SIMP. TWAP will coordinate workforce accommodation demand across regions, including cumulative pressures with other projects.</p>	<p>At least one meeting per month during construction</p> <p>80% of complaints are responded to within 24 hours and resolved to the complainant's satisfaction</p> <p>Zero reported delays in emergency service response times due to construction</p> <p>80% of complaints are responded to within 24 hours and resolved to the complainant's satisfaction</p> <p>Temporary Workforce Accommodation Plan published and updated as required.</p>	<p>Data: Short-form 'pulse check' surveys or informal interviews conducted in localities experiencing cumulative impacts, with monthly review of emerging sentiment or stressors, number of meetings scheduled and held with emergency services, attendance records from each meeting and topics discussed and outcomes from meetings, Total number of complaints received regarding delays, time taken to respond to each complaint and resolution status of each complaint</p> <p>Source: Meeting minutes and agendas, attendance logs, follow-up correspondence summarising discussions, Complaints register</p>	Monthly complaint reporting; quarterly Emergency Services coordination; monthly monitoring of feedback from affected localities via pulse-style feedback and CCS channels.	AGJV; Community and Stakeholder Engagement Manager and Traffic Manager	<p>The level of access for emergency services is not negatively affected by the Project</p> <p>Access to key transport infrastructure, such as railway stations and bus stops, are not negatively affected by the Project</p>	<p>Traffic and Transport Management Plan</p> <p>Community Communication Strategy</p> <p>Worker and Workforce Development Plan</p> <p>Temporary Workforce Accommodation Plan</p>
Area of Social Impact: Impacts to community cohesion, safety, health and wellbeing										
SIMP05 SIMP06	<p>The arrival of temporary construction workers may negatively impact social cohesion in the social locality due to conflict between supporters and opponents of the Project, distrust or wariness of new residents and workers, potentially leading to increased anxiety among local residents and non-resident workers</p>	<p>Regional towns and service areas in Tumut, Gundagai, Crookwell, Goulburn and surrounding townships in the Snowy Valleys. Goulburn, Upper Lachlan Shire and Cootamundra-Gundagai LGAs. A range of local residents may be affected by changes to the composition and activity of the local population during construction. This includes shift workers, parents of young children, older residents, people with disability, and those with</p>	From early enabling works through to civil works.	<p>Community Engagement and Communication including regular provision of Project updates through community events and opportunities.</p> <p>Cultural Awareness Training for Workers that is to enhance their awareness of local customs, values, and concerns</p> <p>Dedicated community liaison officer to mediate potential conflicts and address grievances from both the community and workers</p>	<p>Greater than 70% of residents feel well-informed about the Project, and are neutral or positive about the presence of temporary workers in the locality as reported in the Annual Community Attitudes Survey</p> <p>Minimum two community projects funded or sponsored during each calendar year</p>	<p>Data: Number of community meetings or forums held, number of complaints related to worker behaviour, Amount of funding allocated to community cohesion projects</p> <p>Source: Event sign-in sheets, community attitudes survey outcomes, Complaints register, community benefits tracking register and feedback collected via CCS mechanisms such as</p>	Annually + Pulse checks in active work zones	AGJV; Community and Stakeholder Engagement Manager and Traffic Manager	<p>Foster social cohesion and minimise conflicts by promoting positive interactions between temporary construction workers and residents, ensuring mutual understanding, trust, and a harmonious coexistence</p>	<p>Traffic and Transport Management Plan</p> <p>Community Communication Strategy</p>

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
	Positive impacts may also arise from the creation of new relationships, interactions, and shared experiences, which could expand residents' networks and knowledge	limited access to community support networks.		<p>Setup and management of a 24/7 Community information 1800 number</p> <p>Develop and enforce a code of conduct that outlines expected behaviours of workers within the community</p> <p>Provide mental health services for both residents and workers to address anxiety or stress related to the Project</p> <p>Promote clear policies to prevent discrimination or harassment within the project workforce and community</p> <p>Invest in local community projects by allocating a portion of the project budget for funding community cohesion programs or initiatives</p> <p>Facilitate workforce participation in local community events and activities where appropriate (e.g. sporting or volunteering initiatives), to support workforce integration.</p> <p>Maintain access to confidential, culturally appropriate mental health services, such as Rural Health Connect or similar partners.</p> <p>Reinforce behavioural expectations through regular worker toolbox briefings and supervision in worker accommodation and local townships.</p> <p>Implement a targeted Communication Action Plan for the Temporary Workforce Accommodation that provides specific actions for communicating worker accommodation arrangements, managing seasonal tourism/event pressures, and supporting transparency with councils and communities.</p>	<p>At least one community-based workforce participation initiative implemented in each affected LGA during construction.</p> <p>Maintain >85% workforce awareness of Code of Conduct obligations, based on onboarding or refresher training tracking.</p>	the 24/7 information line, Place Managers, and drop-in sessions. Workforce onboarding and training records to track workforce participation in toolboxes, mental health services, and local community initiatives. Records of participation in local events (e.g. community BBQs, sporting groups, volunteer programs). Partner feedback from mental health or community wellbeing providers.				
Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area										
SIMP 20	Acquisitions and leases causing stress from uncertainty about changes to property and dwellings with potential for landowner	Extent / Location & Impacted Groups Timing / Construction Phase Landowners whose properties are directly affected by easement	From early enabling works through to civil works, with long-term stress potentially emerging during access arrangements,	Develop and implement an Individual Property Management Plan (PMP) for each affected landowner, in consultation with them. PMPs outline specific	100% completion of PMPs prior to commencement of works on relevant property	Data: PMP tracking register (development, consultation, and finalisation dates)	Monthly	AGJV; Community and Stakeholder Engagement Manager	Landowners feel respected, informed, and supported throughout acquisition and leasing processes, with clear	Community Communication Strategy

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
	to feel their decision-making systems have been compromised.	<p>acquisitions, tower construction, or changes to property access—particularly in Upper Lachlan, Yass Valley, Cootamundra-Gundagai and Snowy Valleys LGAs. Also includes communities across the alignment that have participated in multiple rounds of engagement or are subject to overlapping development activity, including Goulburn, Crookwell, Tumut and Gundagai.</p> <p>Impacted groups may include landholders who live or work on affected properties, or rely on them for agricultural production, family livelihood, or community identity. Other groups may include older residents, carers, people with limited digital access, or individuals unfamiliar with complex planning or acquisition processes.</p>	demobilisation, and rehabilitation.	<p>construction and operational protocols for each property, address individual concerns, and ensure clear, tailored communication about project activities.</p> <p>PMPs also define agreed access arrangements, biosecurity measures, and dispute resolution pathways, helping landowners retain control and reduce stress and uncertainty.</p>		Source: Property-specific PMP documentation			communication that preserves autonomy and confidence in decision-making	Individual Property Management Plan
SIMP 24	Loss of agency and declining trust in engagement processes due to cumulative stressors	<p>Communities across the alignment that have experienced multiple rounds of engagement and may be affected by cumulative development pressure—particularly in Tumut, Gundagai, Yass Valley, Goulburn and Crookwell.</p> <p>Impacted groups include residents involved in repeated consultation activities, especially in areas of overlapping projects. Vulnerable groups may include people with limited digital access, older residents, carers, people experiencing stress or disengagement, or those less familiar with formal engagement processes.</p>	pre-construction and early enabling works when planning fatigue, stress, and confusion about overlapping infrastructure activities are highest. Ongoing through to civil works,	<p>Implement CSS to rebuild trust that considers localised engagement plans for LGA's and urban centres as appropriate.</p> <p>Coordinate messaging and timing with other project proponents, such as participation in joint working groups or forums to identify overlapping impacts and coordinate mitigation responses with other SSD projects or key sectors.</p> <p>Use independent facilitation for high-sensitivity engagement where appropriate</p> <p>Provide visible feedback loops showing how community input has shaped project outcomes</p>	<p>≥70% report satisfaction in the Annual Community Attitudes Survey</p> <p>Stable or improved results in trust-related survey metrics</p>	<p>Data: Independent Community Attitudes Survey, Post-engagement feedback forms and workshop evaluations</p> <p>Source: Community Attitudes Survey results, survey baseline and year-on-year comparative data, post-engagement feedback received via CCS engagement tools (drop-in sessions, forums, direct feedback).</p>	Annual Community Attitudes Survey	AGJV; Community and Stakeholder Engagement Manager	Rebuild trust and improve perceptions of fairness and transparency in engagement processes by demonstrating responsiveness, coordination, and respect for community input	<p>Community Communication Strategy</p> <p>Interface Management Plan</p>
SIMP 22	Increased construction vehicle movements from multiple large projects over the same time frame, producing cumulative noise and dust impacts along common haulage routes	<p>Communities and landholders situated along haulage corridors used by multiple infrastructure projects—particularly in areas near Yass, Crookwell, Gundagai, and Adjungbilly.</p> <p>Impacted groups include rural landholders and local communities with limited</p>	During peak haulage periods for overlapping projects, particularly during earthworks and tower delivery phases.	Implement the Interface Management Plan to coordinate with HumeLink West, other adjacent projects, utility providers, emergency services and local councils, this includes participation in joint working groups or forums to identify overlapping impacts and coordinate mitigation	<p>80% of complaints are responded to within 24 hours and resolved to the complainant's satisfaction</p> <p>Number of interface events</p> <p>Work with local councils and transport</p>	<p>Data: Total number of complaints received, time taken to respond to each complaint and resolution status of each complaint</p> <p>Source: Complaints register</p>	Quarterly	AGJV; Community and Stakeholder Engagement Manager and Traffic Manager	Reduced disruption and improved coordination of construction traffic to minimise cumulative impacts on amenity, safety, and access along common haulage route	Construction Environment Management Plan

SIMP ID	Social Impact	Affected Communities / Groups and Locations	Timing / Construction Phase	Summary of mitigation / management strategy	Indicator / Target	Method (data and source)	Monitoring and reporting frequency	Responsibility	Desired outcome	Related Plans (if applicable)
		buffer zones, older residents, shift workers, and families with young children—who may be more sensitive to increased dust, traffic noise, and cumulative disruption.		responses with other SSD projects or key sectors. Coordinate haulage with other project representatives	authorities to plan haulage routes Develop traffic management plans or minimise disruptions during construction Share updates on disruptions and alternative transport options if required with the community					
SIMP 23	Increased construction vehicle movements from multiple large projects over the same or consecutive timeframes may produce cumulative traffic delays, disrupt regular travel patterns, and affect the way people move in and around localities. These disruptions may also impact local businesses and industries—such as forestry and freight operators—that rely on efficient road access for their operations	<p>Road networks and industrial zones affected by construction traffic—particularly in and around key access-dependent industries such as forestry and freight in Tumut and Gundagai.</p> <p>Impacted groups include local industries and workforce groups that rely on dependable transport routes, such as freight operators, forestry workers, and logistics companies. Regional road users, including commuters, school buses, and emergency services, may also be affected.</p>	throughout construction — with the most significant impacts during interface peak periods when major haulage overlaps occur across project	<p>Implement the Interface Management Plan to coordinate haulage with other adjacent projects, local councils, utility providers, emergency services, and industry stakeholders, this includes participation in joint working groups or forums to identify overlapping impacts and coordinate mitigation responses with other SSD projects or key sectors.</p> <p>Develop and implement Traffic Management Plans (TMPs) in collaboration with local councils and transport authorities</p> <p>Engage with affected industries (e.g. forestry, freight) to understand access and timing needs and minimise operational delays</p> <p>Share updates on road closures, delays, and alternative routes with the public and commercial operators</p> <p>Monitor and address complaints relating to traffic and haulage disruptions</p>	<p>Minimum one interface coordination meeting held per quarter during peak haulage periods with council, emergency services and industry stakeholders (i.e. Softwoods)</p> <p>At least 70% of surveyed businesses and industry stakeholders report satisfaction with road access and disruption management during peak construction periods</p> <p>100% of planned traffic disruptions are communicated to affected stakeholders at least 7 days in advance</p>	<p>Data: Interface coordination meeting records, TMP compliance audits, stakeholder engagement logs and industry feedback, complaints register and response logs</p> <p>Sources: Engagement records with councils and industry, complaints register</p>	<p>Quarterly</p> <p>Annual community attitudes survey</p>	AGJV; Community and Stakeholder Engagement Manager	Minimised disruption to local traffic, business operations, and access through coordinated haulage, responsive communication, and traffic planning that accounts for local needs and industry dependencies	<p>Interface Management Plan</p> <p>Traffic Management Plans</p> <p>Community Communication Strategy</p>

6. REVIEW AND IMPROVEMENT

6.1 CONTINUOUS IMPROVEMENT AND ADAPTIVE MANAGEMENT

To ensure the successful implementation of the SIMP, adaptive management measures will be incorporated into the Project's ongoing monitoring and decision-making processes. These measures are designed to allow for adjustments in response to actual social impacts, stakeholder feedback, or unforeseen circumstances changes.

The key adaptive management strategies are depicted in Figure 3 and include:

Regular Monitoring and Feedback Loops: Monitoring activities will track both the outputs (activities) and outcomes (real-world impacts) of mitigation measures. This includes tracking progress against established social targets and indicators. If the data shows that social impacts are not being mitigated as intended or outcomes are not being achieved, the management measures will be adjusted accordingly. In addition to annual surveys, the Project will implement Pulse Check Surveys—short-form, targeted tools designed to capture timely feedback during key construction milestones or periods of heightened activity. These surveys will be used particularly in areas with sustained or high-intensity construction activity, such as near compounds, haulage routes, or zones with night works, and will prioritise feedback from near neighbours and host landholders.

Pulse Check Surveys may be conducted through outbound calls, brief online questionnaires, or informal interviews during drop-in sessions or follow-up visits. Where appropriate, they will use locality-based or stratified sampling to ensure representation of affected groups. The surveys will focus on construction-specific social indicators, such as:

- Perceived disruption (e.g. noise, traffic, dust, access)
- Communication and engagement effectiveness
- Satisfaction with property-level or area-based mitigation
- Sense of wellbeing, safety, or community cohesion

The implementation of Pulse Check Surveys—as outlined in Section 5.2.2 and illustrated in Appendix E—will form a key part of the feedback and escalation mechanism supporting adaptive management. Feedback will be logged by locality and integrated into monthly engagement and social impact reporting. Where responses indicate heightened concern, repeated complaints, or dissatisfaction, targeted follow-up or adjustments to engagement and mitigation strategies may be triggered through the SIMP's adaptive management process.

Stakeholder Engagement: Regular engagement with local communities and affected parties will provide feedback on social impacts and potential issues. This includes using mechanisms established in the Community Communication Strategy, such as the 24/7 information line, dedicated email and postal contact channels, and ongoing drop-in sessions and surveys, which enable early identification of emerging issues. This feedback will be evaluated and, where necessary, incorporated into the adaptive management strategies.

Review and adjustments to mitigation actions: In cases where the initial strategies are not effective, mitigation measures will be modified, or new actions will be proposed to better address social impacts. If regular sentiment tracking or pulse check feedback reveals increasing concerns, repeated complaints, or reduced satisfaction in a particular locality, additional actions may be implemented. These may include enhanced localised engagement (e.g. doorknocks or information sessions), changes to the frequency or method of communication, adjusted work schedules (where feasible), or expanded respite or mitigation options.

These actions will be reviewed and agreed through the SIMP governance process, documented in the quarterly monitoring report, and shared with relevant stakeholders.

Evaluation and reporting: The effectiveness of adaptive measures will be reviewed at regular intervals as part of the quarterly monitoring report, ensuring that the Project's social impact objectives continue to be met throughout its lifecycle.

Trigger Action Response Plans (TARPs)

Adaptive actions are guided by predefined thresholds—such as complaint volumes, access issues, or shifts in community sentiment. These thresholds are formalised in **Trigger Action Response Plans**

(TARPs), which are included in **Appendix F** of this SIMP. The TARPs are designed to support timely, proportionate responses to emerging social impacts and ensure consistency in escalation and decision-making.

TARPs have been developed for selected issues where clear, measurable indicators exist, and where structured escalation pathways are necessary to manage risk. For other social impacts—particularly those that are qualitative, cumulative, or context-dependent—adaptive management will continue to be guided by the monitoring framework in **Table 10** and professional judgement from the SIMP team. This dual approach ensures both flexibility and accountability in managing social risks as they arise.

By implementing these measures, the Project maintains the flexibility to respond effectively to changing circumstances, while demonstrating a structured, transparent approach to social impact management.

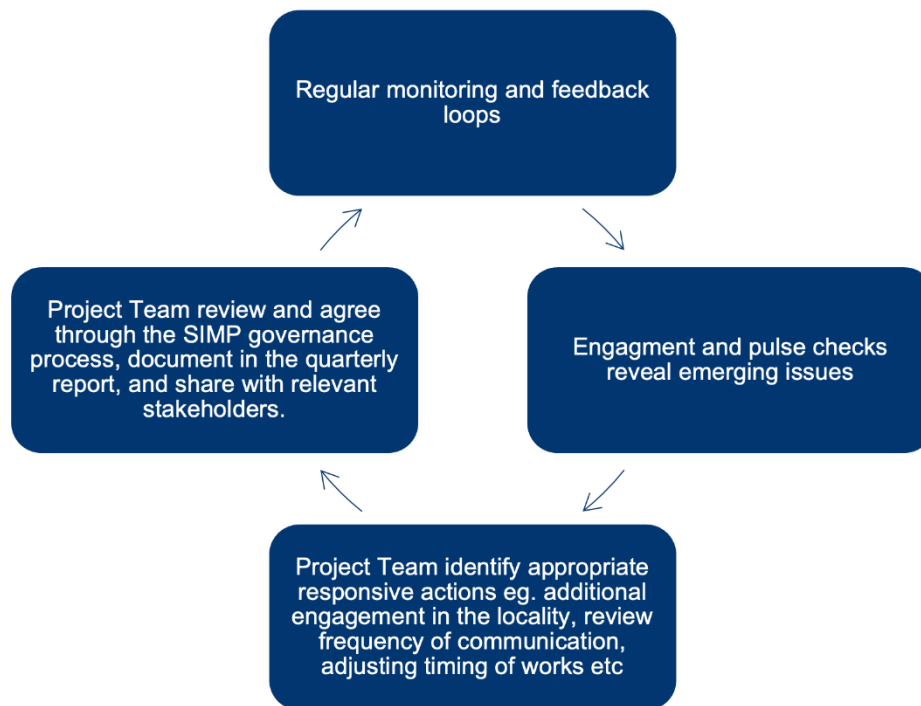


Figure 3 Continuous improvement and adaptive management

6.2 REPORTING AND RESPONSIBILITIES

A quarterly monitoring report will be prepared to provide transparent and up-to-date information on the social impacts of the Project and the effectiveness of mitigation measures. The report will include:

Progress on Social Impact Indicators: A summary of progress against the social impact indicators and targets outlined in the SIMP, such as employment targets, community engagement activities, and local business participation.

Community Feedback and Concerns: An overview of community engagement activities conducted during the quarter, including any complaints or concerns raised by local stakeholders and the steps taken to address them.

Mitigation Measures and Adjustments: An overview of any new adaptive management actions or adjustments made to respond to identified social impacts.

Consultation Outcomes: A summary of key engagement outcomes, including consultation with stakeholders like local councils, Aboriginal communities, and community groups, and how this input has shaped the Project's approach.

Periodic stakeholder forums will be held to present updates on workforce targets, seek feedback on the effectiveness of mitigation measures, and provide an opportunity for stakeholders to contribute ideas for continuous improvement. These forums will support transparency and help ensure that the Project remains responsive to evolving community expectations.

The quarterly report will be made publicly available on the Project website to ensure transparency and keep the community informed of the Project's progress. This report will also serve as a tool for accountability, demonstrating the Project's commitment to managing and minimising social impacts in line with the SIMP.

It will be the role of the AGJV Community Investment and Benefit Lead to prepare the report.

6.3 PLAN UPDATE AND AMENDMENT

The SIMP is a live document and will be reviewed and updated as required to reflect new information, stakeholder feedback, or changes in project delivery. Updates may be triggered by findings from the quarterly monitoring reports, community attitudes surveys, or engagement activities that indicate a need to revise mitigation measures or management strategies.

A copy of the updated plan and changes will be distributed to all relevant stakeholders in accordance with the approved document control procedure.

7. REFERENCES

- AAP Consulting Pty Ltd (July 2025), Social Impact Assessment: Proposed change to the workforce accommodation strategy—specifically, not constructing the worker accommodation facility at AC06 and the use of existing accommodation options within Goulburn Mulwaree and Upper
- HumeLink East ACJV (July 2025), Construction Worker Accommodation Consistency Assessment Report July 2025, HLE-AGJ-ENV-ALE-CA-0000-00008, Revision 01
- Lachlan Shire LGAs HillPDA. (2023). HumeLink EIS Technical Report 7: Social Impact Assessment. Sydney: HillPDA.
- HillPDA. (2023a). Social Impact Assessment Addendum Technical Report 7. Sydney: HillPDA.
- NSW Department of Planning and Environment. (2023). Social Impact Management Toolbox for State Significant Projects. Sydney: NSW Department of Planning and Environment.
- NSW DPHI. (2025). Social Impact Assessment Guideline. Sydney: NSW DPHI.
- NSW DPHI. (2024). Undertaking Engagement Guidelines for State Significant Projects. Sydney: NSW DPHI.
- NSW DPHI. (2024a). Practice Note: Engaging with Aboriginal Communities. Sydney: NSW DPHI

APPENDIX A: QUALIFICATIONS OF CONTRIBUTORS

Certification Page

I, [REDACTED], certify that the Social Impact Management Plan contains all information relevant to the SIMP of the Project and that the information is not false or misleading. My qualifications and experience are listed below.

Qualifications and membership

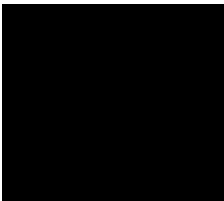
- Bachelor of Arts (Communications)
- Graduate Certificate Social Change and Development (ongoing, HD in Soc Science Research Methods)
- Member International Association of Impact Assessment
- Member International Association of Public Participation
- Member Environmental Institute of Australia and New Zealand

Experience

The author is trained in social science methodologies and has demonstrated SIA skills in Government, private, and education settings. She has managed SIAs for extractive industry, renewable energy, social infrastructure and transport infrastructure projects in NSW including significant state developments.

The author is a social impact and community engagement specialists with a range of experience in carrying out major social impact assessments across a range of sectors in NSW, inclusive of participatory engagement practices

Date: 17 September 2025



I, [REDACTED], certify that this report contains information relevant to the SIIMP for the Project, and that the information is not false or misleading. My qualifications and experience are listed below.

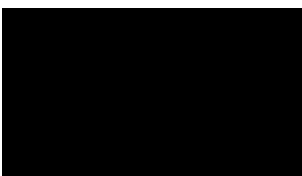
Qualifications

- Bachelor of Science Hons. (Human Geography)
- Community Development Diploma
- Doctor of Philosophy (Human Geography).

Experience

I am trained in social science methods, and I have demonstrated social research skills in Government, private and education settings. I have delivered numerous SIAs in both SIA Lead and SIA Technical Reviewer roles since the release of the first NSW SIA Guideline in 2017. I have experience in waste, energy, resources, transport, health, tourism, and the property development sector among others.

Date: 14 April 2025



APPENDIX B: STAKEHOLDER LIST FOR TARGETED ENGAGEMENT

LGA	Stakeholder Group	Region	Organisation
Covers Multiple	Business Chamber of Commerce	GM	Marulan Business Chamber
Covers Multiple	Destination networks	GM, UL, Hilltops, YV	Destination Southern NSW
Covers Multiple	Destination networks	GM, UL, Hilltops, YV	Destination Southern NSW
Covers Multiple	Emergency Services	GM, UL, Hilltops, YV	NSW Police Force-Southern Region Command
Covers Multiple	State Govt	GM, UL	Department of Primary Industries and Regional Development
Covers Multiple	State Govt	YV, Hilltops	Department of Primary Industries and Regional Development
Covers Multiple	State Govt	SV, CG	Department of Primary Industries and Regional Development
Covers Multiple	State Govt	GM, UL, YV, Hilltops	Department of Primary Industries and Regional Development
Covers Multiple	State Govt	GM, UL, YV, Hilltops	NSW Premiers Department
Covers Multiple	State Govt	GM, UL, YV, Hilltops	NSW Premiers Department
Covers Multiple	State Govt	SV, CG	NSW Premiers Department
Covers Multiple	State Govt	SV, CG	NSW Premiers Department
Goulburn-Mulwaree	Council Economic Development	Goulburn	Goulburn Mulwaree Council
Upper Lachlan Shire	Council Economic Development	Upper Lachlan	Upper Lachlan Shire Council
Yass Valley	Council Economic Development	Yass Valley	Yass Valley Council
Yass Valley	Local Council	Yass Valley	Yass Valley Council
Hilltops	Council Economic Development	Hilltops	Hilltops Council
Cootamundra-Gundagai	Council Economic Development	Cootamundra Gundagai	Cootamundra Gundagai Council
Cootamundra-Gundagai	Council Economic Development	Cootamundra Gundagai	Cootamundra Gundagai Council
Covers Multiple	Workforce Development	GM, YV, Hilltops	APM
Covers Multiple	Workforce Development	GM, YV, UL, Hilltops	Workforce Australia Capital Jobs
Covers Multiple	Workforce Development	GM, YV, UL, Hilltops	Workforce Australia Capital Jobs
Covers Multiple	Workforce Development	GM, YV, UL, Hilltops	Salvation Army
Covers Multiple	Workforce Development	GM, YV, UL, Hilltops	Sureway
Covers Multiple	Workforce Development	SV, CG	Murray Riverina Jobs
Covers Multiple	Workforce Development	SV, CG	Murray Riverina Jobs

LGA	Stakeholder Group	Region	Organisation
Covers Multiple	Agriculture Organisations	SV, CG	Local Land Services
Covers Multiple	Agriculture Organisations	YV, Hilltops, UL, GM	Local Land Services
Covers Multiple	Agriculture Organisations	YV, Hilltops, UL, GM	Local Land Services
Covers Multiple	Agriculture Organisations	SV, CG	National Parks
Covers Multiple	Agriculture Organisations		NSW Farmers
Covers Multiple	Agriculture Organisations		Department of Primary Industries
Covers Multiple	Agriculture Organisations		Fisheries - should be part of DPI
Yass Valley	Business Chambers	Yass Valley	Yass Valley Business Chamber
Yass Valley	Business Chambers	Yass Valley	Yass Valley Business Chamber
Goulburn-Mulwaree	Business Chambers	Goulburn	Goulburn Chamber of Commerce
Upper Lachlan Shire	Business Chambers	Upper Lachlan	TBA Progress Association
Hilltops	Business Chambers	Hilltops	Boorowa Chamber of Business
Hilltops	Business Chambers	Hilltops	Harden Murrumbah Regional Development Corporation
Snowy Valleys	Business Chambers	Tumut	Business Snowy Valley's
Snowy Valleys	Business Chamber of Commerce	Tumut	Business Snowy Valley's
Snowy Valleys	Business Chamber of Commerce	Tumut	Business Snowy Valley's
Snowy Valleys	Business Chamber of Commerce	Tumut	Business Snowy Valley's
Goulburn-Mulwaree	Multicultural Centre	Goulburn	Goulburn Multicultural Centre
Goulburn-Mulwaree	Education	Goulburn	Tafe NSW
Yass Valley	Education	Yass Valley	Tafe NSW
Yass Valley	Agriculture - LLS/DPI	Yass Valley	Graham Advisory
Yass Valley	Festivals/Field Days	Yass Valley	Murrumbateman Field Day
Yass Valley	Business Community Member	Yass Valley	LAWD
Yass Valley	Business Community Member	Yass Valley	Luff Motors
Covers Multiple	Emergency Services	South Eastern	NSW Police Force-Southern Region Command
Covers Multiple	Destination networks	SV, CG	Destination Riverina Murray
Covers Multiple	Destination networks	SV, CG	Destination Riverina Murray
Covers Multiple	Federal - Not-for-profit	SV, CG	Regional Development Australia Riverina

LGA	Stakeholder Group	Region	Organisation
Covers Multiple	Federal - Not-for-profit	GM, UL, YV, Hilltops	Regional Development Australia Southern NSW & ACT
Snowy Valleys	Council Economic Development	SV	Snowy Valley's Council
Snowy Valleys	Council Visitor Economy	SV	Snowy Valley's Council - Visitor Centre
Snowy Valleys	Council Economic Development	SV	Snowy Valley's Council
Snowy Valleys	Education	SV	Tafe NSW
Snowy Valleys	Education	SV	Education
Snowy Valleys	Community Groups	SV	Tumut Rotary
Snowy Valleys	Community Groups	SV	unknown
Snowy Valleys	Community Groups	SV	Adelong Show
Snowy Valleys	Community Groups	SV	Tumut Show
Yass Valley	LALC	Yass Valley	Yass LALC contact
Snowy Valleys	LALC	Tumut	Tumut LALC Contact
Snowy Valleys	LALC	Tumut	Tumut LALC Contact
Goulburn-Mulwaree	LALC	Goulburn	Pejar LALC
State	LALC	State	NSW Aboriginal Affairs
State	LALC	State	NSW Aboriginal Land Council
Yass Valley	LALC	Yass Valley	LALC
Yass Valley	Community Groups	Yass Valley	Rotary Yass
Yass Valley	Community Groups	Yass Valley	Spin Foundation
Yass Valley	Community Groups	Yass Valley	Tootsie Gallery & Café/Nahtop Constructions
Yass Valley	Community Groups	Yass Valley	Remount
Yass Valley	Education	Yass Valley	Berimba Public School
Yass Valley	Education	Yass Valley	Mt Carmel School - Yass
Covers Multiple	Education	GM, UL, Hilltops, YV	Tafe NSW
Covers Multiple	State Govt	GM, UL, Hilltops, YV	Service NSW
Upper Lachlan Shire	Community Groups	Upper Lachlan	Bus Owner/Strong Community Member/Owns IGA & Upper Lachlan Gazette
Upper Lachlan Shire	Community Groups	Upper Lachlan	Upper Lachlan Foundation
Snowy Valleys	Community Groups	Snowy Valleys	Snowy Valleys Community Foundation
Snowy Valleys	Community Groups	Snowy Valleys	Murray Region Forestry Hub
Snowy Valleys	Community Groups	Snowy Valleys	Murray Region Forestry Hub/Softwoods Working Group
Covers Multiple	State Govt		State Govt Reconstruction
Covers Multiple	State Govt		State Govt Transport
Covers Multiple	Emergency Services		Fire & Safety
Covers Multiple	Education		Department of Education

LGA	Stakeholder Group	Region	Organisation
Covers Multiple	State Govt		Local Land Services
Covers Multiple	Emergency Services		Fire & Rescue
Covers Multiple	Emergency Services		RFS
Covers Multiple	Health Services	Health	Southern NSW LHD
Covers Multiple	Emergency Services	Ambulance NSW	Ambulance NSW
Covers Multiple	Emergency Services	SES	SES
Covers Multiple	Emergency Services	Transport NSW	Transport NSW - ROME Emergency Management
Covers Multiple	Emergency Services	SES	SES - Southern Zone
Cootamundra-Gundagai	Local Council	CG	Cootamundra Gundagai Regional Council
Covers Multiple	Education		Department of Education
Covers Multiple	Emergency Services	RFS	RFS South West Slopes
Snowy Valleys	Health Services	State Government	Health
Snowy Valleys	Health Services	State Government	Health
Cootamundra-Gundagai	Health Services	State Government	Health - Murrumbidgee LHD
Snowy Valleys			HumeLink West
Covers Multiple	Health Services	State Government	Southern NSW Health District

APPENDIX C: CONSULTATION SUMMARY NOTES

Stage 1 SIMP

Focus Group Sessions

The minutes of the SIMP consultation meetings for Tumut, Yass and Goulburn are attached. Key themes discussed are summarised below:

Tumut

- Direct impact on near neighbours and the broader community, including concerns about the impact on livestock during construction; remediation of vegetation and native species post-clearing; road damage; and traffic safety and driver behaviour.
- Cultural impacts, including employer and subcontractor participation; cultural and heritage artefacts; and consultation fatigue.
- Labour draw and limitations on local businesses and services, including job accessibility and communication and workforce development and induction. The local Softwood industry also raised concerns about losing skilled workers to higher paying jobs.
- Impacts on community, cohesion, safety, health and wellbeing, including concerns around mental health due to the cumulative stress of drought, bushfires, past consultations, nearby projects and Humelink.
- Access to social infrastructure and services, including impacts on emergency services capacity.
- Impacts on tourism, particularly around cumulative impacts and how other major projects contribute to pressure on accommodation and event planning.
- Cumulative impacts from other projects, including strains on local services and infrastructure.

Yass

- Impacts on community, cohesion, safety, health and well-being, including seeking clarity around how the accommodation camp will be run.
- Impacts to housing availability and affordability, including the use of hotels by HLE workers.
- Labour draw, limitations on local businesses and services, including clarifying that the project is not actively targeting local workers already in employment but instead is working with local agencies to target workers seeking employment.
- Cumulative impacts from other projects, including impacts on emergency, ambulance and GP services.
- Access to social infrastructure and services, including the potential for poor worker behaviour and risk of consuming the time of police and other services.
- Impacts on tourism during major community events and cumulative impacts related to accommodation and event planning because of other major projects.

Goulburn

- Direct Impact on near neighbours and the broader community, with attendees seeking further information on HLEs community engagement approach and discussion around the complaints process.
- Cultural heritage, jobs and training, with more information being provided around Pre-employment Programs and employment opportunities.
- Impact on community, cohesion, safety, health and wellbeing, including the need for greater youth engagement and the need for early engagement in education, training and employment.
- Access to social infrastructure and services including impacts on housing availability and affordability, including concerns regarding the change to the worker accommodation strategy for Crookwell.
- Impacts on tourism, including cumulative pressure on accommodation.
- Labour draw, limitations and local businesses and services, including concerns around the workforce needs of the project.
- Cumulative impacts from other projects, including labour draw from multiple projects creating pressure on local businesses.

Online Survey 26 January to 12 April 2025

Feedback received through the online survey highlights a mix of shared concerns across Local Government Areas (LGAs), as well as distinct local priorities. The survey responses have informed the development of mitigation strategies and targeted benefit-sharing actions to reflect the needs and expectations of communities along the project corridor.

Common Themes Across LGAs

Across Upper Lachlan Shire Council, Cootamundra-Gundagai, and Snowy Valleys LGAs, online survey respondents consistently raised the following themes:

- **Limited access to clear, timely, and transparent information:** Respondents reported dissatisfaction with the level of communication and engagement. Consultation was often described as insufficient, with concerns about a lack of responsiveness or genuine dialogue.
- **Visual and amenity impacts:** Many respondents expressed concern about the aesthetic impact of above-ground infrastructure, with a clear preference for undergrounding to preserve the character of rural landscapes and local tourism appeal.
- **Emotional and psychological stress:** Survey feedback pointed to anxiety and distress linked to perceived dishonesty, uncertainty, and the scale of the proposed works.
- **Concerns about fairness and distribution of project benefits:** Respondents feared that project benefits would be unevenly distributed, contributing to local divisions — particularly between those who may gain financially and those who experience the impacts.
- **Strain on local infrastructure and roads:** Across all LGAs, participants highlighted concerns about increased heavy vehicle traffic, road damage, and the need for improved transport infrastructure.
- **Requests for meaningful local benefit:** Suggestions included STEM scholarships, energy subsidies, environmental offsets, and investment in local facilities — with an emphasis on providing long-term community value rather than short-term compensation.

Nuanced Themes by LGA

While the above themes were broadly consistent, Cootamundra-Gundagai and Snowy Valley LGA demonstrated locally specific concerns, which are being considered in the development of localised mitigation and benefit-sharing strategies:

LGA	Nuanced themes
Cootamundra-Gundagai	<p>Detailed environmental concerns, with calls for habitat restoration including replanting trees and establishing wildlife corridors and nesting boxes.</p> <p>Proposals for small-scale infrastructure investment, including a local abattoir and improved showgrounds.</p> <p>Suggestions for promoting tourism access, such as rail trail development and advocacy for the Brindabella Road upgrade.</p>
Snowy Valleys	<p>The highest volume of feedback captured a broad range of impacts, particularly cumulative stress from other major infrastructure projects.</p> <p>Concerns about existing pressure on housing, healthcare, and education services, with calls for permanent investments.</p> <p>Additional focus on supporting worker family relocation and community integration to reduce social disruption from a transient workforce.</p>

Feedback on Draft SIMP 28 April 2025 to 12 May 2025

In addition to earlier engagement, stakeholders were provided with a draft version of the Social Impact Management Plan (SIMP) prior to submission to the Department of Planning, Housing and Infrastructure (DPHI). This allowed stakeholders to review how their feedback had been addressed and to provide any final comments.

Feedback confirmed that key issues raised during earlier consultation—particularly at drop-in sessions and through targeted interviews—had been captured appropriately. Workforce Australia confirmed they had no further comments and appreciated seeing the Yass-specific discussion points reflected in the document. Snowy Valley HumeLink Interface Manager confirmed no further input beyond earlier

feedback and suggested cross-referencing with HumeLink West engagement outcomes for broader insights.

Substantial and constructive feedback was provided by Destination Southern NSW and Destination Riverina Murray. This focused on strengthening the SIMP's treatment of tourism and the visitor economy, including:

- Broadening terminology from “tourism” to “visitor economy” to reflect the full scope of impacts and opportunities;
- Identifying both short- and long-term tourism-related impacts, including those affecting visitor-facing businesses such as cafés, retailers and motels;
- Encouraging long-term mitigation actions such as skills development programs, data-sharing partnerships, and adaptive reuse of temporary infrastructure;
- Improving alignment with existing Destination Management Plans and local council strategies;
- Recommending stronger monitoring indicators related to tourism (e.g. room availability, spend data, satisfaction surveys);
- Suggesting mechanisms for visitor-facing communication and project transparency, including signage, visitor-friendly reporting, or site tours;
- Proposing the exploration of co-investment models to support boutique accommodation that could serve the project and remain post-construction.
- These contributions have informed further refinement of the SIMP, particularly in the areas of tourism-related mitigations, social investment priorities, and long-term monitoring approaches.

Stage 2 SIMP

Refer to Construction Worker Accommodation Consistency Assessment Report, Social Impact Assessment included in Appendix G.

APPENDIX D: SUMMARY OF REVISIONS TO SOCIAL IMPACTS IDENTIFIED IN SIA AND SIA ADDENDUM

This appendix provides a comprehensive record of the social impacts originally identified in the Social Impact Assessment (SIA) Report (HillPDA, 2023) and the SIA Addendum (HillPDA, 2023a), and clearly outlines how each impact has been considered, revised, or assessed as no longer applicable during the preparation of this Social Impact Management Plan (SIMP).

The table includes:

- Original social impacts identified in the SIA and SIA Addendum.
- Indication of whether each impact was retained (with revisions), newly identified, or marked as not applicable ('n/a').
- A brief rationale or comment explaining changes made or the reason for removal

This process ensures transparency around the final set of impacts addressed in the SIMP.

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
SIMP01	Way of life	Reduced availability of short-term accommodation for tourists due to take up from construction workers. Potential for flow on negative impacts through reduced patronage of tourist attractions, particularly in the Snowy Valleys LGA and Gundagai which are the social locality's main tourism areas	Likelihood: unlikely Magnitude: moderate Significance: medium (negative).	A decline in tourism to the social locality may result from reduced availability of short-term accommodation for tourists, due to occupancy by construction workers, particularly in the main tourism areas of the Snowy Valleys LGA and Gundagai	Impacts to tourism
SIMP02	Way of life	Use of short-term accommodation will assist the recovery of these businesses from the impacts of the COVID-19 pandemic which is a positive impact	Likelihood: unlikely Magnitude: moderate Significance: medium (negative).	The presence of construction workers would increase demand for short-term accommodation, offering a recovery boost for accommodation providers who were impacted by the COVID downturn.	Impacts to tourism
SIMP03	Way of life	Availability of short-term rental accommodation will vary according to seasonal trends and demand from other major infrastructure projects. If inadequate short term accommodation is available at the time it is needed, there may be a need to access private rental accommodation. If a shortfall does occur, there may be temporary impacts for private renters due to reduced vacancy rates and supply constrained rent increases.	Likelihood: unlikely Magnitude: moderate Significance: medium (negative).	The presence of a construction workforce may strain long-term rental accommodation, reducing vacancies and increasing rent prices, impacting local residents, including low-income earners and other vulnerable community members.	Impacts to housing availability and affordability
SIMP04	Way of life	<p>Quiet rural lifestyles would be impacted negatively by movement of construction vehicles including:</p> <ul style="list-style-type: none"> In the key communities, intermittent increases in noise levels from construction vehicles passing through and non-resident workers visiting to access services and facilities, potentially detracting from the pleasantness of the environment. Movement of construction vehicles around compounds in Yass, which are located on the fringe of the urban area, may cause disturbance to nearby residents through increased noise and vibration. In the project footprint, high levels of construction traffic would occur in peak periods where substation construction works are being undertaken causing disturbance. 	Likelihood: possible Magnitude: minor Significance: medium (negative).	Increased construction vehicle movement and construction activity, may cause intermittent noise and vibration disturbances for residents near construction compounds and within the Project footprint, potentially leading to sleep disruption during peak construction periods	Impacts to near neighbours, and the broader community

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
n/a. Impact captured in SIMP 04	Way of life	Residential receivers within proximity of the Project footprint are predicted to potentially experience sleep disturbance impacts at times during the construction period	Likelihood: possible Magnitude: minor Significance: medium (negative).	Refer SIMP 04	
SIMP05	Community	The arrival of temporary construction workers may impact social cohesion of key communities through: <ul style="list-style-type: none"> Conflict between community members in support of the project and those against it Distrust and/or wariness of new residents and workers Anxiety of both local residents and non-resident workers at changed situation 	Likelihood: almost certain Magnitude: minor Significance: medium (negative).	The arrival of temporary construction workers may negatively impact social cohesion in the social locality due to conflict between supporters and opponents of the Project, distrust or wariness of new residents and workers, potentially leading to increased anxiety among local residents and non-resident workers.	Impact to community cohesion, safety, health and wellbeing
SIMP06	Community	Positive impacts may also arise through the creation of new relationships and interactions, shared experiences and exchanges that may expand resident's contacts and knowledge.	Likelihood: almost certain Magnitude: minor Significance: medium (negative).	Positive impacts may also arise from the creation of new relationships, interactions, and shared experiences, which could expand residents' networks and knowledge	Impact to community cohesion, safety, health and wellbeing
SIMP07	Accessibility	Interruptions or delays to transport and movement because of road closures and changes to access routes may: <ul style="list-style-type: none"> Result in noticeable increases in traffic in the town centres of the key communities, at times, but these increases can be accommodated within the existing capacity of the road network without causing congestion or delays 	Likelihood: possible Magnitude: minor Significance: medium (negative).	Road closures and changes to access routes may increase traffic in town centres, create minor delays from detours, and potentially impact emergency response times.	Impact to near neighbours and broader community
SIMP08	Accessibility	<ul style="list-style-type: none"> Create partial or complete road closures for short durations to allow for construction activities to safely take place, particularly during the stringing of transmission lines over existing roads. Temporary detours may potentially result in minor disruption and delays to traffic in some areas, increase travel time and fuel consumed Create road closures which may impact on response times for emergency vehicles Cause secondary impacts which may occur to stress/anxiety and unintentional financial 		Disruptions to transport may lead to increased stress and unintentional financial burdens for residents who rely heavily on private vehicles.	Impact to near neighbours and broader community

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
		impacts, given the high reliance on private vehicle usage within the study area			
SIMP09	Accessibility	<p>Temporary increase in demand for social infrastructure associated with increased population from construction workers including:</p> <ul style="list-style-type: none"> • Increase in demand for hospital services. Which can be accommodated by existing infrastructure • Increase in demand for GPs potentially exacerbating the existing constraints on these services • Increased planning and potentially responses by emergency services to enable police, ambulance and fire to respond to incidents should they occur • Increased patronage for recreation facilities (e.g. swimming pools). 	<p>Likelihood: possible Magnitude: minor Significance: medium (negative).</p>	The temporary influx of construction workers may strain social infrastructure and services, increasing demand for healthcare services, GPs, emergency services, and recreational facilities, potentially exacerbating existing service constraints	Access to social infrastructure and services
SIMP10	Accessibility	<p>Temporary increase in demand for goods and services could result in shortages to the local community. For example:</p> <ul style="list-style-type: none"> • The key communities may experience changes to availability of goods and services as local businesses seek to meet any increased demand from non-resident workers. • Non-resident workers temporarily being accommodated in the key communities would bring (generally) elevated salaries and local businesses may respond by raising prices which could lead to minor positive social outcomes through improved livelihoods for businesses and operators receiving increased income. 	<p>Likelihood: possible Magnitude: minimal Significance: low (negative).</p>	The temporary increase in demand for goods and services due to the presence of the temporary workforce, could lead to higher prices or changes in availability, negatively impacting residents who may face higher costs or lower-quality options.	Access to social infrastructure and services

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
		<ul style="list-style-type: none"> Residents in the key communities may be subject to negative outcomes to way of life or health and wellbeing through being forced to access goods and services at higher prices, or to switch to lower quality offerings. 			
n/a	Accessibility	<p>Temporary interruptions to utility services may cause inconvenience and hinder connections. For example:</p> <ul style="list-style-type: none"> Additional workers within service areas may place strain on communications towers and decrease access for residents. Residents within the project footprint may experience some negative social impacts to way of life and health and wellbeing through reduced access to utilities associated with project construction works that require disconnection of services. 	<p>Likelihood: possible Magnitude: minor Significance: medium (negative).</p>	Refer to SIMP10	
SIMP11	Culture	<p>The Project has the potential to impact both positively and negatively on:</p> <ul style="list-style-type: none"> The ability of Aboriginal people to maintain and develop culture The sense of trust that Aboriginal people have in the management of matters of cultural heritage. 	<p>Likelihood: unlikely Magnitude: moderate Significance: medium (negative).</p>	Potential for the Project to help Aboriginal people maintain and strengthen their culture by creating opportunities for involvement in the processes used to manage and protect cultural heritage, as well as jobs and training.	Impacts to near neighbours and broader community
SIMP12	Culture		<p>Likelihood: unlikely Magnitude: moderate Significance: medium (negative).</p>	Disconnection from Aboriginal cultural heritage due to changes to land use potentially impacting the identity and the erosion of cultural practices, and people's ability to have a say in the management of cultural heritage	
SIMP13	Culture	Potential indirect visual impacts on items of non-Aboriginal heritage significance (one item of local significance and two items of national significance).	<p>Likelihood: unlikely Magnitude: minor Significance: low (negative).</p>	Disconnection from non-Aboriginal cultural heritage due to changes to land use potentially impacting the identity and the erosion of cultural practices	Impacts to near neighbours and broader community
SIMP14	Health and wellbeing	Dust from construction work may impact on people's health across much of the project footprint, particularly in the sections from Adjungbilly to Yass, and Yass to Roslyn.	<p>Likelihood: unlikely Magnitude: minor Significance: low (negative).</p>	Increased dust and noise during construction, causing a decline in social amenity, health or way of life for host landholders and nearby neighbours, particularly in the sections from	Impacts to near neighbours and broader community

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
		<p>Stress and anxiety from the project during consultation, particularly for those within or near the project footprint, may present a health risk for mental health.</p> <p>Potential risks to physical health may arise from workplace injuries.</p>		<p>Adjungbilly to Yass, and Yass to Roslyn sections.</p> <p>Refer to SIMP 15 for workforce related health and wellbeing impacts.</p>	
SIMP15	Health and wellbeing	<p>Health and wellbeing of construction workers could be compromised through loss of connections and risk behaviours</p> <p>There is potential for behavioural issues to occur in key communities during leisure time, particularly where alcohol is involved.</p> <p>Risks to worker health could be felt in the key communities, being the locations where most workers would be accommodated and where they would seek out social connections and services.</p>	<p>Likelihood: possible</p> <p>Magnitude: moderate</p> <p>Significance: medium (negative).</p>	<p>Potential risk to the physical and mental health of the construction workforce due to remote work locations, unsafe work practice or other contributing factors.</p>	Not defined
SIMP16	Surroundings	<p>Impacts to landscape and visual amenity may occur as construction works proceed, contributing to feelings of loss of connection and change in character of the surroundings.</p> <p>Throughout the Project footprint and nearby (distance would vary depending up on topography and visibility), direct impacts would arise from visible construction activities, plant and equipment and removal or pruning of vegetation within the Project footprint. This may temporarily disrupt the views and amenity for residences located near the Project footprint, causing stress and anxiety and may affect people's enjoyment of their local areas and sense of pride. Community members may also feel concern about loss of biodiversity where clearing is undertaken within the Project footprint.</p>	<p>Likelihood: likely</p> <p>Magnitude: moderate</p> <p>Significance: high (negative).</p>	<p>Changes to the visual landscape and how people experience their rural surroundings, something people value.</p>	Impacts to near neighbours and broader community

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
SIMP17	Livelihoods	<p>New jobs would be created providing more opportunities for employment and skill acquisition by locals.</p> <p>The construction workforce is expected to comprise a combination of local (or within the social locality) (20 per cent), domestic (60 per cent) and international (20 per cent) construction workers suggesting that around 240 jobs would be sourced from the social locality. The benefits of employment opportunities from the project to the social locality, including flow on expenditure from workers, would be substantial.</p>	<p>Likelihood: almost certain</p> <p>Magnitude: major</p> <p>Significance: very high (positive).</p>	Economic uplift and employment opportunities, due to job creation during construction and opportunities for local service providers and community	Labour draw and impact to local businesses and services
n/a. Impact captured in SIMP 12	Livelihoods	<p>The Project would provide opportunities for local employment and upskilling of Aboriginal workers in the social locality.</p> <p>Increased employment for Aboriginal people in the social locality would benefit the key communities through increased expenditure, increased skills and reduced inequality.</p>	<p>Likelihood: likely</p> <p>Magnitude: major</p> <p>Significance: high (positive).</p>	Refer to SIMP 12 for Aboriginal employment	Labour draw and impact to local businesses and services
SIMP18	Livelihoods	<p>Impacts to landowners would occur through loss of productive land as the Project would require temporary or permanent alterations to property tenure or ownership arrangements to facilitate construction.</p> <p>These location specific impacts would have no discernible consequences for livelihood at the scale of the social locality or key communities.</p> <p>The direct impacts to livelihood from compensation could occur within the project footprint or nearby. Whilst one dwelling has been identified within the project footprint that may require removal, the final alignment of the Project footprint would be refined to avoid or minimise impacts on residential dwellings where possible.</p> <p>The social impacts would be substantial for any household dislocated from the Project including impacts to way of life, community and livelihood.</p> <p>Private landowners would be compensated for use or acquisition of their land. For these landowners,</p>	<p>Likelihood: likely</p> <p>Magnitude: moderate</p> <p>Significance: high (negative).</p>	The potential loss of productive land and changes to property ownership for landowners, with possible dislocation of households affecting their way of life, community, health and wellbeing and livelihood.	<p>Impacts to community cohesion, safety, health and wellbeing</p> <p>Impacts to near neighbours and the broader community</p>

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
		uncertainty, stress and disruption to day-to-day life would be significant impacts.			
SIMP19	Livelihoods	<p>Operators of tourism accommodation in the social locality are recovering from the downturn in demand during the COVID pandemic and would benefit the additional demand for short-term accommodation arising from the Project.</p> <p>Use of short-term accommodation for workers will need to allow sufficient capacity to avoid impacts to seasonal tourism including major community events.</p>	<p>Likelihood: possible</p> <p>Magnitude: moderate</p> <p>Significance: medium (negative).</p>	<p>Refer to SIMP01</p> <p>Potential strain on accommodation capacity due to the presence of the temporary workforce, potentially disrupting seasonal tourism and major community events.</p>	Access to social infrastructure and services
n/a. Impact captured in SIMP 02	Livelihoods	Potential for increased tourism from temporary workers and their guests on weekends while staying in the social locality.	<p>Likelihood: likely</p> <p>Magnitude: moderate</p> <p>Significance: high (positive).</p>	Refer to SIMP02	
n/a Impact captured in SIMP 18	Livelihoods	<p>Impact to livelihood through changes to land use or temporary interruptions to practices in primary production.</p> <p>Land use changes may impact livelihood of the residents and businesses located in or near the Project footprint, through loss of income, stress and subsequent decreased quality of life.</p> <p>Some agricultural enterprises within the Project footprint may have to reduce the number of agricultural workers, which may have consequential impacts on the employment opportunities in the agricultural industry and unemployment rates of the local workforce.</p>	<p>Likelihood: likely</p> <p>Magnitude: minor</p> <p>Significance: medium (negative).</p>	Refer to SIMP18	
SIMP20	Decision making systems	Acquisitions and leases causing stress from uncertainty about changes to property and dwellings with potential for landowner to feel their decision-making systems have been compromised.	<p>Likelihood: almost certain</p> <p>Magnitude: moderate</p> <p>Significance: high (negative).</p>	No change	Impact to near neighbours and the broader community

Cumulative impacts

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Related projects	Extent	Relationship to CoA B61 impacts
SIMP21	Accessibility	The construction of multiple large projects over the same timeframe, creating a cumulative shortage of both short-term and long-term accommodation.	Snowy 2.0 Main Works Snowy 2.0 Transmission Connection Jeremiah Wind Farm Rye Park Wind Farm Crookwell Wind Farm	Snowy Valleys LGA (Tumut) Adjungbilly and surrounding rural areas Bango Nature Reserve and surrounding areas Crookwell and surrounding areas	Cumulative impacts associated with other SSD projects in the area.
SIMP22	Way of life	Increased construction vehicle movements from multiple large projects over the same time frame, producing cumulative noise and dust impacts along common haulage routes.	Jeremiah Wind Farm Rye Park Wind Farm Crookwell Wind Farm	Adjungbilly and surrounding rural areas Bango Nature Reserve and surrounding areas Crookwell and surrounding areas	Cumulative impacts associated with other SSDs in the area.
SIMP23	Way of life	Increased construction vehicle movements from multiple large projects over the same time frame or consecutive timeframes, producing cumulative traffic delays and changes to the way people move in and around the localities.	Jeremiah Wind Farm Rye Park Wind Farm Crookwell Wind Farm	Adjungbilly and surrounding rural areas Bango Nature Reserve and surrounding areas Crookwell and surrounding areas	Cumulative impacts associated with other SSDs in the area.

APPENDIX E: EXAMPLE APPLICATION OF PULSE CHECK SURVEYS

The following table provides illustrative examples of how Pulse Check Surveys may be applied to support adaptive management during specific construction activities. Surveys are designed to align with anticipated social impacts and are targeted to relevant stakeholder groups or localities.

Construction Activity	Target Area / Stakeholder Group	Survey Focus (Social Indicators)	Example Survey Questions
Start of peak haulage	Residents and businesses along haul route (e.g. Gundagai)	Traffic disruption, safety, noise, amenity	<p>"Have you noticed increased traffic or changes in road safety near your property?"</p> <p>"Has dust or noise increased since haulage commenced?"</p>
Night works commence	Residents near compound	Sleep disturbance, lighting impacts, awareness of timing	<p>"Did you receive advance notice of night works?"</p> <p>"Are the night works affecting your sleep or comfort?"</p>
Compound establishment near town boundary	Near neighbours within 500 m	Amenity impacts, visual/noise disturbance, engagement effectiveness	<p>"Has the activity around the new compound affected your day-to-day life?"</p> <p>"Do you feel adequately informed about what's happening?"</p>
Works adjacent to school zone	School staff, parents, and community facility users	Access, traffic safety, construction timing concerns	<p>"Has access to the school or drop-off area changed?"</p> <p>"Do you have safety concerns due to nearby works?"</p>
Worker accommodation and increased non-resident workforce presence	Residents in towns hosting or adjacent to workforce accommodation facilities	Community cohesion, safety perceptions, anxiety or wariness of new arrivals	<p>"Do you feel any change in community atmosphere since the arrival of construction workers?"</p> <p>"Do you have any concerns about safety or changes in your local area?"</p> <p>"Have interactions with workers or project personnel affected your sense of community or wellbeing?"</p>

Note: The examples above are illustrative only. Pulse Check Surveys will be tailored to the location, stakeholder group, and construction activity, and may be delivered via outbound calls, online tools, or informal interviews during drop-in sessions or site visits.

The use of these surveys complements the engagement mechanisms outlined in the Community Communications Strategy (CCS), including personalised engagement with near neighbours, targeted briefings, and feedback channels such as the 24/7 information line.

Findings from Pulse Check Surveys will be used to inform ongoing engagement activities and adaptive mitigation responses, in accordance with the CCS and the SIMP's adaptive management process.

APPENDIX F: SUMMARY MONITORING FRAMEWORK AND TARPS

As noted in Section 1.4, this SIMP forms part of a broader suite of documents developed under the Project's Environmental Management System. The table below provides a consolidated summary of key social impact monitoring indicators, grouped by impact theme. It identifies the relevant monitoring responsibilities and associated management plans, sub-plans, or strategies. This summary is designed to enhance clarity, support implementation, and ensure regulatory compliance by cross-referencing the SIMP's monitoring framework with the broader project documentation.

Baseline values for trend-based indicators in this monitoring framework are defined as the earliest available data captured during pre-construction or early enabling works, unless otherwise stated. For community attitudes and satisfaction indicators, the baseline is derived from the first round of pulse check surveys and the Annual Community Attitudes Survey, expected in late 2025.

Performance thresholds (e.g. complaint response times, training completion, compliance) are monitored against absolute targets and do not require a comparative baseline. For housing, workforce, and economic metrics, baselines may draw on:

- ABS Census (2021) and updated postcode level indicators for rental vacancy, employment, and socio-economic conditions;
- SQM Research and engagement activity logs for real-time housing market trends;
- Workforce Safety Authorisation and Training (WSAT) system as the source for workforce participation baselines.

Table 12 Monitoring Framework

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
Area of Social Impact: Impacts to near neighbours and broader community								
Number of engagement activities conducted in each LGA	At least 2 per year in each LGA	Annually	Enabling works and civil works phases, particularly during compound establishment and haulage	AGJV Community & Stakeholder Engagement Manager	SIMP04	Community Communications Strategy	Quantitative / Engagement activity log (i.e. consultation manager)	No baseline required. Absolute engagement target commitment.
Stakeholder-reported understanding and satisfaction with communication methods	Remains the same or increases over time (compared to baseline or previous survey results)	Biannual + Pulse checks in active work zones		AGJV Community & Stakeholder Engagement Manager	SIMP04	Community Communications Strategy	Quantitative / Community Attitudes Survey and 'pulse checks.	Baseline to be established through first Community Attitudes Survey in late 2025 / initial pulse check surveys
Calls or queries to the 24/7 community line answered	100% provided a verbal response to phone enquiries within two business days from the time of the enquiry being received unless the caller agrees otherwise.	Quarterly		AGJV Community & Stakeholder Engagement Manager	SIMP04	Community Communications Strategy	Quantitative / Engagement activity log (i.e. consultation manager)	Initial call/complaint log (from ACJV start of contract works)
Notifications issued to residents and businesses within 500m of impactful works	100% issued at least 7 days in advance	Quarterly		AGJV Community & Stakeholder Engagement Manager	SIMP04	Community Communications Strategy	Quantitative / Engagement activity log (i.e. consultation manager)	No baseline required. Absolute engagement target commitment.
Complaints responded to and tracked for repeat occurrences	100% responded to within 24 hours with monitoring for repeat issues	Monthly + Pulse checks in active work zones		AGJV Community & Stakeholder Engagement Manager	SIMP04, SIMP 07 SIMP09, SIMP14, SIMP 21, SIMP 22, SIMP23	Community Communications Strategy	Quantitative + Qualitative / Complaints register and trend analysis (repeat issues)	No baseline required. Absolute engagement target commitment.
Non-compliance events during construction	0% non-compliance events that could cause amenity impacts	Monthly + Pulse checks in active work zones	Enabling and civil works phases — especially vegetation clearing, access track upgrades, and tower footing works	AGJV Environment, Approvals and Sustainability Manager	SIMP14	Noise and Vibration Management Plan	Quantitative / Non-compliance reports.	No baseline required. Absolute target commitment.
Trend in complaints over project lifecycle	Demonstrated long-term reduction in complaints (e.g. after mitigation strategies implemented)	Annually		AGJV Community & Stakeholder Engagement Manager	SIMP14	Community Communications Strategy	Quantitative + Qualitative / Complaints register and trend analysis (repeat issues)	Initial call/complaint log (from ACJV start of contract works)

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
Proportion of identified disturbed areas that are revegetated within a defined timeframe after construction activities are complete	Revegetation of ancillary facilities, temporary disturbance areas, and material sites will commence as soon as practicable following completion of construction activities and be completed within six months or as otherwise agreed with the Planning Secretary, consistent with MCoA B63. Revegetation will be prioritised in areas of high biodiversity value or visual sensitivity, including ridgelines and elevated properties.	Weekly during the revegetation period (to ensure timely tracking of progress). Quarterly reports, thereafter, summarising the success of revegetation efforts and any challenges faced.	Throughout construction, with greatest impacts during structure erection and stringing, visual restoration addressed during demobilisation and site rehabilitation.	AGJV Environment, Approvals and Sustainability Manager	SIMP 16	Biodiversity Management Plan	Quantitative / Revegetation and rehabilitation reporting	No baseline required. Absolute target commitment.
Engagement with local environmental groups per LGA	Dialogue established with at least one local environmental group (e.g. Landcare or wildlife carers) in each LGA and discussion of potential partnerships for the Project's environmental restoration/offset work	Annually		AGJV Environment, Approvals and Sustainability Manager	SIMP 16	Biodiversity Management Plan	Qualitative / Engagement activity log (i.e. consultation manager)	No baseline required. Absolute target commitment.
Emergency Services coordination	At least one meeting with Emergency Services per month during construction	Monthly	During enabling and civil works phases — particularly during haulage of materials, access track upgrades, and compound establishment	AGJV Traffic Manager	SIMP 07, SIMP 09 and SIMP 21	Traffic and Transport Management Plan	Quantitative / Engagement activity log (i.e. consultation manager)	No baseline. Minimum engagement commitment.
Road condition monitoring	Road dilapidation surveys conducted for all local roads used by the Project.	Prior to use by annual and then post use by project heavy vehicles		AGJV Traffic Manager	SIMP 07	Traffic and Transport Management Plan	Quantitative / Pre and post construction road dilapidation surveys	Pre-construction dilapidation surveys (2025)
Communication channels used to update on transport disruptions	Use at least three channels	Monthly + Pulse checks in active work zones	Throughout construction phase — with peak impacts during temporary road closures and traffic rerouting events	AGJV Community & Stakeholder Engagement Manager	SIMP 08	Community Communications Strategy	Quantitative / Engagement activity log (i.e. consultation manager) (e.g., email distributions, SMS logs, signage deployment, social media posts)	No baseline. Minimum engagement commitment.
Community satisfaction with communication effectiveness	At least 75% positive response in surveys	Annually + Pulse checks in active work zones		AGJV Community & Stakeholder Engagement Manager	SIMP 08	Community Communications Strategy	Quantitative + Qualitative / Community Attitudes Survey and pulse check surveys	Baseline to be established via first Community Attitudes Survey and initial pulse checks (late 2025)
Enquiries or complaints related to communication	All complaints responded to within 24 hours	Monthly + Pulse checks in active work zones		AGJV Community & Stakeholder Engagement Manager	SIMP 08	Community Communications Strategy	Quantitative / Complaints register and response logs	Initial call/complaint log (from ACJV start of contract works)
Notifications issued ahead of transport disruptions	Provided at least seven days in advance	Monthly		AGJV Community & Stakeholder Engagement Manager	SIMP 08 and SIMP 22	Community Communications Strategy	Quantitative / Engagement activity log (i.e. consultation manager) e.g. date-stamped email/SMS/letter delivery register)	No baseline; compliance tracking.
Targeted Communication Action Plan implemented for Temporary Workforce Accommodation period in Crookwell and Goulburn	Action Plan approved and maintained	Monthly	During the works associated with the Temporary Workforce Accommodation Plan for Goulburn and Crookwell LGA's.	AGJV Community & Stakeholder Engagement Manager	SIMP 04 and SIMP 07	Community Communications Strategy	CAP status	Not required (activation target)

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
Area of Social Impact: Impacts to near neighbours and broader community (Cultural awareness)								
Workforce completion rate for cultural heritage training and toolbox inductions	100% of workforce complete training	Monthly	Throughout construction — particularly during vegetation clearing, ground disturbance, and access track works; cultural heritage management continues through site rehabilitation.	AGJV Aboriginal Participation Manager	SIMP 12	Construction Environmental Management Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Safeguarding of identified cultural heritage sites	100% of sites protected through appropriate mitigation (e.g., buffer zones, restricted access)	Monthly		AGJV Aboriginal Participation Manager	SIMP 12	Heritage Management Plan	Quantitative / Environmental compliance audits and site monitoring reports	No baseline; compliance tracking.
Community feedback on cultural heritage preservation	Positive feedback from Aboriginal communities	Monthly + Pulse checks in active work zones		AGJV Aboriginal Participation Manager	SIMP 12	Heritage Management Plan	Qualitative / Community Attitudes Surveys, engagement session records, and feedback logs from Aboriginal stakeholders	Baseline to be established through initial Aboriginal stakeholder pulse checks and first Community Attitudes Survey (late 2025)
Cultural heritage initiatives delivered per year	At least 2 per year . For example, cultural immersion tours, participation in significant Indigenous events, and artefact handling and/or return-to-country engagement processes collaborating with the relevant Local Aboriginal Land Councils (LALCs)	Monthly	During ground disturbance and civil works phases; education and cultural programs to be implemented throughout construction.	AGJV Aboriginal Participation Manager	SIMP 13	Local Business and Employment Strategy	Quantitative / Engagement activity log (i.e. consultation manager)	No baseline. Minimum engagement commitment.
Area of Social Impact: Housing affordability and availability for locals								
% of workforce who are residents in the social locality	≥7% of total workforce from the social locality, and each LGA is greater than zero.	Monthly	During peak regional tourism periods that overlap with temporary workforce demand Monitoring and mitigation to be prioritised around major events (e.g. Yass Show, Murrumbateman Field Day)	AGJV Workforce Development and Participation Manager	SIMP03, SIMP09, SIMP15 and SIMP 17	Worker and Workforce Development Plan	Quantitative / Workforce participation data from WSAT system	No baseline required. Absolute target – monitored by WSAT system
Rental price trends and community sentiment	Evidence of monthly rental market data review and analysis	Monthly	Primarily during enabling and early civil works (2025–2026), if peak workforce demand exceeds capacity of temporary accommodation camps or if short-term stays are sought in regional town centres.	AGJV Workforce Development and Participation Manager	SIMP03	Accommodation Management Plan(s)	Quantitative + Qualitative / SQM Research data, engagement activity log (i.e. consultation manager), community attitudes survey	June 2025 SQM rental market data (see Table 8) and initial engagement sentiment. Sentiment baseline to be established via first Community Attitudes Survey and initial pulse checks (late 2025)
Pulse check surveys conducted during peak workforce periods	Evidence of pulse check surveys during peak workforce periods across active work zones.	Pulse checks in active work zones		AGJV Community & Stakeholder Engagement Manager	SIMP03	Accommodation Management Plan(s)	Qualitative / Engagement activity log (i.e. Consultation Manager), Pulse check survey results with trend tracking	Baseline to be established via initial pulse checks (late 2025)

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
Community concern regarding displacement and housing stress captured and tracked	Concerns identified and used to inform ongoing mitigation (qualitative tracking via pulse checks)	Pulse checks in active work zones		AGJV Community & Stakeholder Engagement Manager	SIMP03	Accommodation Management Plan(s)	Qualitative / Engagement activity log (i.e. Consultation Manager), pulse check surveys, Complaints Register	Baseline to be established via initial pulse checks (late 2025)
Workforce accommodation camps established and operational	Camps at Adjungbilly and Yass operational prior to peak demand period	Prior to relevant peak demand period		AGJV Workforce Development and Participation Manager	SIMP03	Accommodation Management Plan(s)	Accommodation camp occupancy reports	No baseline; compliance tracking.
Dedicated Accommodation Coordinator in place	Role appointed and contact channel operational	Prior to relevant peak demand period	During the works associated with the Temporary Workforce Accommodation Plan for Goulburn and Crookwell LGA's.	AGJV Community & Stakeholder Engagement Manager	SIMP03, SIMP01 and SIMP 21	Temporary Workforce Accommodation Plan	Org chart and role description	No baseline, (activation target)
Accommodation distribution vs. capacity (by LGA & provider type incl. short-stay/Airbnb)	Demonstrated evidence that workforce accommodation demand is met without unmanaged displacement of local residents or visitors (tracked monthly by LGA and provider type).	Monthly + pulse checks in active work zones.	During the works associated with the Temporary Workforce Accommodation Plan for Goulburn and Crookwell LGA's.	Dedicated Accommodation Coordinator.	SIMP03, SIMP01 and SIMP 21	Temporary Workforce Accommodation Plan	Accommodation register, occupancy reports, signed allocation agreements, booking data, council/provider engagement records, pulse check survey results	June 2025 SQM rental market data and initial engagement sentiment. Sentiment baseline to be established via first Community Attitudes Survey and initial pulse checks (late 2025)
Displacement / housing-stress sentiment (pulse-check tracking)	Concerns identified and trend stable or improving ; where a negative trend is detected, corrective action logged within 1 month	Pulse checks during peak workforce periods in active work zones; monthly summary during Stage 2	Peak workforce months and overlap with tourism peaks	AGJV Community & Stakeholder Engagement Manager	SIMP03	Temporary Workforce Accommodation Plan Community Communications Strategy	Pulse-check survey results; complaints register (housing/displacement category); engagement logs; actions register & close-out evidence	Initial pulse-check results (late 2025) and first Annual Community Attitudes Survey baseline
Area of Social Impact: Impacts to tourism and the visitor economy								
Complaints from temporary accommodation providers or tourism bodies	Accommodation provider and tourism stakeholder satisfaction maintained during major events	Pulse checks during peak regional tourism periods + monthly reporting	During peak regional tourism periods that overlap with temporary workforce demand Monitoring and mitigation to be prioritised around major events (e.g. Yass Show, Murrumbateman Field Day)	AGJV Community & Stakeholder Engagement Manager	SIMP 01 and SIMP 02	Community Communication Strategy	Qualitative / Pulse check surveys, stakeholder interviews, and engagement activity log (i.e. consultation manager)	Baseline to be established through initial pulse checks
Local tourism business and accommodation provider feedback	Tourism provider satisfaction maintained or improved during overlapping peak periods	Pulse checks during peak regional tourism periods + monthly reporting		AGJV Community & Stakeholder Engagement Manager	SIMP 01 and SIMP 02	Community Communication Strategy	Qualitative / Pulse check surveys, business roundtables, and engagement activity log (i.e. consultation manager)	Baseline to be established through initial pulse checks
Engagement with Destination Networks and local councils	Quarterly engagement meetings held	Quarterly		AGJV Community & Stakeholder Engagement Manager	SIMP 01	Community Communication Strategy	Quantitative / Engagement activity log (i.e. consultation manager), meeting agendas and attendance logs	No baseline required – absolute target of quarterly engagement
Visitor-facing communication initiative per LGA during peak tourism periods	At least one visitor facing communications initiative annually	Annually		AGJV Community & Stakeholder Engagement Manager	SIMP 01	Community Communication Strategy	Quantitative / Project communications register, website screenshots, signage photos, and consultation manager log	No baseline required – absolute target of one initiative per LGA annually

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
Protection of major event accommodation periods (Crookwell & Goulburn)	Council-identified major event periods are protected via advance bookings or vacancy guarantees; zero complaints from accommodation/tourism bodies about project-related vacancy shortfalls during those periods	Pulse checks during event months + monthly reporting when events occur	Peak tourism periods and named events (e.g., IOGKF Gasshuku, Lilac City Festival, Murrumbateman Field Day, Crookwell Country Weekend, Binda Picnic Races, etc.)	Dedicated Accommodation Coordinator; AGJV Community & Stakeholder Engagement Manager	SIMP01, SIMP02, SIMP03	Temporary Workforce Accommodation Plan and Targeted Communication Actions Plan (under Community Communication Strategy)	Signed provider agreements/MOUs and allocations; council meeting minutes & event calendars; week-prior and week-of vacancy snapshots; complaints register (tourism/accommodation category)	Agreed FY26/27 event calendar with councils (date of agreement) and initial vacancy snapshot before first protected event period
Area of Social Impact: Labour draw and impacts to local businesses and services								
Aboriginal workforce participation	2.5% Aboriginal Workforce	Monthly during construction	Throughout the full construction period — beginning during enabling works and workforce mobilisation (and continuing through peak workforce phases during civil works, tower erection, and stringing.	AGJV Workforce Development and Participation Manager	SIMP17 and SIMP11	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Under 25s workforce participation	10% Under 25s	Monthly during construction		AGJV Workforce Development and Participation Manager	SIMP17 and SIMP11	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Over 55s workforce participation	10% Over 55s	Monthly during construction		AGJV Workforce Development and Participation Manager	SIMP17 and SIMP11	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
People with disabilities in workforce	2% People with disabilities.	Monthly during construction		AGJV Workforce Development and Participation Manager	SIMP17 and SIMP11	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Cultural identity – NESB	25% Cultural identity (identified as NESB)	Monthly during construction		AGJV Workforce Development and Participation Manager	SIMP17 and SIMP11	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Female participation	Female participation targets: 4% blue collar and 13% white collar	Monthly during construction		AGJV Workforce Development and Participation Manager	SIMP17 and SIMP11	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Workforce retention (underrepresented groups)	<25% voluntary attrition underrepresented groups (e.g., Aboriginal workers, workers with disabilities) contracted to the Project until project completion	Monthly during construction		AGJV Workforce Development and Participation Manager	SIMP17 and SIMP11	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Career progression (underrepresented groups)	50% of underrepresented workers (Aboriginal, under 25s, over 55s, people with disabilities) to be employed in skilled positions or progress through further training	Monthly during construction		AGJV Workforce Development and Participation Manager	SIMP17 and SIMP11	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Workforce in training/apprenticeships	10% of workforce participate in training and apprenticeship opportunities throughout construction	Monthly during construction		AGJV Workforce Development and Participation Manager	SIMP17 and SIMP11	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
Apprenticeship/trainee transition	80% transition rate for apprentices and trainees into permanent positions or further training after the project ends	Monthly	Throughout the project lifecycle — with key program delivery during pre-construction and early construction phases, and employment continuation into peak construction and post-project maintenance phases.	AGJV Workforce Development and Participation Manager	SIMP17 and SIMP11	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Aboriginal graduate and undergraduate recruitment	≥1 graduate or ≥1 undergraduate Aboriginal participant engaged	Annually		AGJV Aboriginal Participation Manager	SIMP 11	Local Business and Employment Strategy	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Business skills scholarships	≥3 scholarships in entrepreneurship and business skills	Annually		AGJV Aboriginal Participation Manager	SIMP 11	Local Business and Employment Strategy	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Pre-employment program participation	Enrol ≥ 12 Aboriginal participants in the pre-employment program and pursue employment for all successful graduates	Annually		AGJV Aboriginal Participation Manager	SIMP 11	Local Business and Employment Strategy	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Aboriginal business sustainability	75% success rate for Aboriginal businesses (post-certification) in maintaining operations or scaling after the project concludes	Annually		AGJV Aboriginal Participation Manager	SIMP 11	Local Business and Employment Strategy	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Number of Australian SMEs engaged in supply chain	At least 30 Australian SMEs engaged	Monthly	Throughout the construction phase — with procurement opportunities initiated during pre-construction and tendering, and business engagement continuing through delivery and demobilisation.	AGJV Project Procurement Manager	SIMP 11	Local Business and Employment Strategy	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Number of local and regional enterprises engaged	At least 20 local and regional enterprises engaged	Monthly		AGJV Project Procurement Manager	SIMP 11	Local Business and Employment Strategy	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
AIPP compliance – Australian business participation	At least 25% of total project cost from Australian businesses	Monthly		AGJV Project Procurement Manager	SIMP 11	Local Business and Employment Strategy	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
AIPP compliance – Study Area participation	At least 10% of total project cost from the Study Area	Monthly		AGJV Project Procurement Manager	SIMP 11	Local Business and Employment Strategy	Quantitative / workforce participation data captured in WSAT system	No baseline required. Absolute target – monitored by WSAT system
Local/regional business impact perception	Local/regional businesses report a positive financial impact from engaging in the project	Monthly		AGJV Project Procurement Manager	SIMP 11	Local Business and Employment Strategy	Quantitative + Qualitative / Procurement register, WSAT data, subcontractor forum feedback, engagement records, business perception surveys, and benchmark audits	Baseline to be established through initial subcontractor forum feedback and procurement participation records at start of civil works
Area of Social Impact: Access to social infrastructure and services								
% of workforce engaged in wellness initiatives	90% of workforce engaged in at least one wellness initiative during each construction year	Annually	Throughout construction, particularly during civil works and peak workforce periods.	AGJV Workforce Development and Industry Participation Manager	SIMP 9 and SIMP 15	Local Business and Employment Strategy	Quantitative / workforce participation data captured in WSAT system	Absolute target – monitored via WSAT system from ACJV commencement

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
Worker satisfaction with wellness initiatives	At least 85% satisfaction from workers regarding wellness programs	Annually	when accommodation capacity and health service use may overlap.	AGJV Workforce Development and Industry Participation Manager	SIMP 9 and SIMP 15	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	Baseline to be established via initial worker feedback and WSAT surveys (late 2025)
Workforce retention rate (general)	<25% voluntary attrition of project workforce until project completion	Annually		AGJV Workforce Development and Industry Participation Manager	SIMP 9 and SIMP 15	Worker and Workforce Development Plan	Quantitative / workforce participation data captured in WSAT system	Baseline to be established via WSAT system attrition data from ACJV start of contract works
First aid and emergency preparedness	100% of workforce accommodation sites have designated first aid facilities and trained personnel available during operational hours	Monthly		AGJV Safety Manager	SIMP 9 and SIMP 15	Temporary Workforce Accommodation Plan(s)	Quantitative / site audit reports and compliance checklists	No baseline required – absolute target of 100% site coverage
Emergency escalation protocols	All sites maintain a documented and tested escalation procedure for medical emergencies	Monthly		AGJV Safety Manager	SIMP 9 and SIMP 15	Emergency Management Plan	Quantitative / site emergency drill records and incident logs	No baseline required – compliance measure against emergency plan provisions
Shortages of key goods/services reported	No reported shortages of key goods and services during the construction of HLE.	Monthly	Ongoing during civil and main works phases, particularly during peak workforce periods and holiday seasons when local supply chains are already stretched	AGJV Community and Stakeholder Engagement Manager	SIMP 10	Community Communication Strategy	Qualitative / complaints register and feedback via Consultation Manager	Initial complaints or local business feedback log (e.g Consultation Manager) from 2025
Feedback on economic impact	Greater than 70% of business and local residents report satisfaction economic impact in Annual Community Attitudes Survey	Annually		AGJV Community and Stakeholder Engagement Manager	SIMP 10	Community Communication Strategy	Quantitative + Qualitative / Community Attitudes Survey and business feedback	Baseline to be established via first Community Attitudes Survey (late 2025)
Community satisfaction	Greater than 70% of residents report satisfaction with access to and affordability of services and infrastructure in the Annual Community Attitudes Survey	Annually		AGJV Community and Stakeholder Engagement Manager	SIMP 10	Community Communication Strategy	Quantitative + Qualitative / Community Attitudes Survey and business feedback	Baseline to be established via first Community Attitudes Survey (late 2025)
Community mental health initiatives	At least one partnership, community grant or benefit awarded to support mental health initiatives	Annually	From early enabling works through to civil works, with long-term stress potentially emerging during access arrangements, demobilisation, and rehabilitation.	AGJV Community Investment and Benefit Lead	SIMP 18 and SIMP 19	Community Investment and Benefit Plan	Quantitative / Community Investment Register and Project Reports	No baseline required – minimum community benefit commitment
Stakeholder feedback on mental health supports	No material concerns raised by mental health service providers or recipients regarding the accessibility or effectiveness of supports, with feedback used to guide continuous improvement.	Quarterly		AGJV Community and Stakeholder Engagement Manager	SIMP 18 and SIMP 19	This SIMP	Qualitative + Quantitative / Social investment records, grant recipient reports, community attitudes survey outcomes, complaints register, CCS engagement mechanisms (e.g. 24/7 line, Place Managers	No baseline required. Continuous improvement model based on ongoing feedback and performance tracking.
Emergency response performance	Zero reported delays in emergency service response times due to construction	Monthly + Pulse checks in active work zones	Ongoing during civil and main works phases, particularly during peak workforce periods and holiday seasons	AGJV Traffic Manager	SIMP 09 and SIMP 21	Traffic and Transport Management Plan	Quantitative + Qualitative / Meeting minutes and agendas, attendance logs, follow-up correspondence with emergency services, complaints register, and pulse check survey outcomes	No baseline required. Absolute performance target.

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
Area of Social Impact: Impacts to community cohesion, safety, health and wellbeing								
Community sentiment toward temporary workers	Greater than 70% of residents feel well-informed about the Project, and are neutral or positive about the presence of temporary workers in the locality as reported in the Annual Community Attitudes Survey	Annually + Pulse checks in active work zones	From early enabling works through to civil works.	AGJV Community Investment and Benefit Lead	SIMP 05 and SIMP 06	Community Investment and Benefit Plan	Qualitative and quantitative / Annual Community Attitudes Survey and pulse checks	Baseline to be established through first Community Attitudes Survey in late 2025 / initial pulse check surveys
Community investment	Minimum two community projects funded or sponsored during each calendar year	Annually		AGJV Community Investment and Benefit Lead	SIMP 05 and SIMP 06	Community Investment and Benefit Plan	Quantitative / Community Investment Register and Project Reports	No baseline. Minimum community benefit commitment.
Workforce participation in local activities	At least one community-based workforce participation initiative implemented in each affected LGA during construction	Annually		AGJV Community and Stakeholder Engagement Manager	SIMP 05 and SIMP 06	Community Communication Strategy	Quantitative / Workforce Participation Logs and Engagement activity log (i.e. consultation manager)	No baseline. Minimum engagement commitment.
Code of Conduct awareness	Maintain >85% workforce awareness of Code of Conduct obligations	Quarterly		AGJV Workforce Development and Industry Participation	SIMP 05 and SIMP 06	Worker and Workforce Development Plan	Quantitative / Training records, staff surveys, and site audits	No baseline required – absolute target of awareness.
Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area								
PMP completion	100% completion of PMPs prior to commencement of works on relevant property	Monthly	From early enabling works through to civil works, with long-term stress potentially emerging during access arrangements, demobilisation, and rehabilitation.	AGJV Community and Stakeholder Engagement Manager	SIMP 20	Individual Property Management Plan	Quantitative / Individual Property Management Plan Tracker	No baseline required – absolute completion target.
Satisfaction with engagement	≥70% report satisfaction in the Annual Community Attitudes Survey	Annually	pre-construction and early enabling works when planning fatigue, stress, and confusion about overlapping infrastructure activities are highest. Ongoing through to civil works,	AGJV Community and Stakeholder Engagement Manager	SIMP 24	Community Communication Strategy	Quantitative / Community Attitudes Survey	Baseline to be established through first Community Attitudes Survey in late 2025
Trust perception improvement	Stable or improved results in trust-related survey metrics	Annually		AGJV Community and Stakeholder Engagement Manager	SIMP 24	Community Communication Strategy	Qualitative / Survey sentiment analysis and stakeholder feedback summaries	Baseline to be established through first Community Attitudes Survey in late 2025
Interface coordination events	At least one interface coordination meeting held per quarter with adjacent projects, utilities, and emergency services	Quarterly	During peak haulage periods for overlapping projects, particularly during earthworks and tower delivery phases	AGJV Interface Manager	SIMP 22 and SIMP 23	Interface Management Plan	Quantitative / Interface Coordination Meeting Minutes and Attendance Logs	No baseline required – absolute engagement target commitment
Business and stakeholder satisfaction	At least 70% of surveyed businesses and industry stakeholders report satisfaction with road access and disruption management during peak construction periods	Annually + Pulse checks during interface peak periods	Throughout construction — with the most significant impacts during interface peak	AGJV Community and Stakeholder Engagement Manager	SIMP 23	Community Communication Strategy	Quantitative and qualitative / Pulse checks, survey results, and feedback summaries	Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2025)

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
Notification of traffic disruptions	100% of planned traffic disruptions are communicated to affected stakeholders at least 7 days in advance	Monthly	periods when major haulage overlaps occur across project	AGJV Community and Stakeholder Engagement Manager	SIMP 23	Community Communication Strategy	Quantitative / Notification logs and audit reports	No baseline required – absolute engagement target commitment

Trigger Action Response Plans (TARPs)

TARPs have been developed for selected social impact risks where rapid escalation and structured response protocols are required to avoid or minimise serious adverse outcomes. These typically relate to impacts that are:

- Measurable and monitorable, with clear indicators or thresholds (e.g. complaints, non-compliance events);
- Likely to escalate without timely intervention (e.g. noise, traffic disruption, housing stress);
- Linked to specific obligations, such as community notification or complaint response timelines.

Not all social impacts identified in the SIMP are suited to TARP management. Some issues—such as community sentiment, cultural heritage values, or longer-term workforce outcomes—are better addressed through routine monitoring, stakeholder engagement, and continuous improvement mechanisms. These are still tracked via the SIMP monitoring framework, but do not require tiered trigger responses.

The following table outlines the issues for which TARPs have been identified, linked to relevant SIMP IDs.

Table 12 Trigger Action Repose Plan

Trigger	Threshold	Action	Responsible Party	Linked SIMP ID(s)
Number of complaints received on communication, dust, noise, or traffic	≥3 complaints per month on the same issue	Review complaint themes, escalate to site manager, implement additional mitigation (e.g. increased watering, reschedule of noisy works)	Community and Stakeholder Engagement Manager	SIMP04, SIMP07, SIMP14
Negative pulse check feedback in active work zones	≥25% of responses express dissatisfaction	Adjust engagement approach, hold follow-up drop-in session, provide targeted updates on progress or changes	Community and Stakeholder Engagement Manager	SIMP04, SIMP06, SIMP10
Community or council reports emergency service delays	Any verified incident of delay	Immediate review of traffic controls, initiate coordination meeting with Emergency Services	Traffic Manager	SIMP07, SIMP09, SIMP21
Short-term accommodation providers report displacement during peak events	≥2 complaints or <10% vacancy during event periods	Contact accommodation providers and Destination Network to verify; release rooms via dynamic scheduling; provide public update	Community and Stakeholder Engagement Manager	SIMP01, SIMP02
Increase in reported housing stress or rental market pressure in townships	≥5 qualitative reports in a month or rent trend increase >10%	Engage local council housing team; update CCS; review camp occupancy and offsite stays	Workforce Development and Participation Manager	SIMP03
Construction workforce behaviour complaints	≥2 behavioural complaints per month in same township	Review incident(s), reinforce Code of Conduct, conduct toolbox refresher, liaise with local leaders	Community and Stakeholder Engagement Manager	SIMP05, SIMP06

**APPENDIX G: CONSTRUCTION WORKER ACCOMMODATION
CONSISTENCY ASSESSMENT REPORT, SOCIAL IMPACT
ASSESSMENT**



Social Impact Assessment

Proposed change to the workforce accommodation strategy—specifically, not constructing the worker accommodation facility at AC06 and the use of existing accommodation options within Goulburn Mulwaree and Upper Lachlan Shire LGAs

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Glossary and abbreviations

Abbreviation	Expanded text
ABS	Australian Bureau of Statistics
AGJV	Acciona Genus Joint Venture
CoA	Conditions of Approval
COVID	Coronavirus disease
CSSI	The Critical State Significant Infrastructure, as described in Schedule 1, the carrying out of which is approved under the terms of the SSI 36656827 approval
DPE	Department of Planning and Environment (now NSW Department of Planning, Housing and Infrastructure)
EIS	Environmental Impact Statement
EPA	NSW Environment Protection Authority
EPL	Environment Protection Licence
GP	General Practitioner
ID	Identification
LGA	Local Government Area
NEM	National Electricity Market
NSW	New South Wales
NSW DPHI	NSW Department of Planning, Housing and Infrastructure
PIR	Preferred Infrastructure Report
POEO Act	Protection of the Environment Operations Act 1997 (NSW)
Project, the	HumeLink East Project
Secretary	Secretary of the NSW Department of Planning and Environment or nominee, whether nominated before or after the date on which this approval was granted
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SSD	State Significant Development
TAFE	Technical and Further Education
UMM	Updated Mitigation Measure
WSAT	Worker Safety Authorisation and Training

1 Introduction

1.1 Context

The HumeLink Project is a major infrastructure initiative being delivered by Transgrid to enhance electricity transmission across New South Wales (NSW). In 2023, an Environmental Impact Statement (EIS) was publicly exhibited, with associated Submissions and Amendment Reports subsequently prepared and assessed. The Project has received approval under both the NSW Environmental Planning and Assessment Act 1979 (Division 5.2) and the Commonwealth Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act).

As part of the approved project, an accommodation facility and construction compound (AC06) were proposed at Crookwell to house the project's construction workforce. The AC06 site was selected based on its proximity to the alignment and pre-existing disturbance associated with the Crookwell 3 Wind Farm. However, subsequent safety assessments and delivery considerations have prompted a revision in the proposed method of workforce accommodation.

This Social Impact Assessment (SIA) supports the Consistency Assessment being undertaken to determine whether the proposed change to the workforce accommodation strategy—specifically, not constructing the worker accommodation facility at the AC06 site and the use of existing accommodation options within Goulburn Mulwaree and Upper Lachlan Shire LGAs—is consistent with the approved Project and associated conditions of approval. A construction compound would still be established at the ACO6 site, and forms part of the proposed change that is being assessed.

1.2 Description of the approved project

The Project is a once-in-a-generation investment in Australia's high voltage transmission network and is planned to support the transition to a low emissions generation portfolio. This Project is a critical part of AEMO's ISP, connecting a new 500 kV transmission link through Wagga Wagga, Bannaby and Maragle to the existing transmission network, and supporting large scale renewable energy generation.

HumeLink will reinforce Transgrid's transmission network in southern NSW to improve the flow of electricity from new generation sources in southern and western NSW to major demand centres in the State, and to customers across the National Electricity Market (NEM).

The HumeLink project is declared Critical State Significant Infrastructure (CSSI) and was approved by the NSW Minister for Planning and Public Spaces on 13 November 2024 subject to conditions.

The Project will be delivered under two separate Contract Packages - HumeLink East and HumeLink West. HumeLink East and HumeLink West will join and integrate to form the HumeLink project which will enable the Project to operate safely, reliably and efficiently as part of Transgrid's network and the NEM.

Transgrid has contracted AGJV to deliver the eastern portion of the HumeLink project.

The Project involves the expansion of the existing Bannaby 500 kilovolt (kV) substation, along with the design and construction of a new 500 kV double circuit transmission line. This new transmission line will connect the Bannaby 500 kV substation at the Wondalga interface point with HumeLink West.

Main construction works are expected to start in mid-2025. Commissioning is proposed to begin in mid-2026, construction is proposed to be complete by late 2026.

1.3 Description of the proposed change

The proposed change involves removing the previously approved Crookwell accommodation facility at AC06 from the HumeLink delivery strategy. Instead, construction workers would be accommodated using existing accommodation options in Goulburn and towns across the Upper Lachlan Shire. This change reflects updated delivery needs and improved engagement with the local subcontractor market.

The change also includes a significant reduction in the area required for the Crookwell construction compound at AC06—from up to 6 hectares down to approximately 5 hectares. These modifications are supported by updated construction sequencing, risk mitigation requirements, and a reduced reliance on drive-in-drive-out and fly-in-fly-out workforce arrangements.

Further detail on the proposed change is available in the Worker Accommodation Consistency Assessment (2025), which this report should be read in conjunction with.

1.4 Need for the proposed change

The need for this change is driven by several interrelated factors:

- **Safety concerns:** A blade throw risk assessment identified that the approved AC06 site does not meet best-practice or regulatory safety standards, due to its proximity to nearby wind turbines. The only viable mitigation measure to mitigate blade throw risk is to relocate the facility at least 1 kilometre from the nearest turbine, which renders the approved location unsuitable.
- **Delivery program changes:** Ongoing delays in property acquisition and site access have necessitated a revised construction approach, necessitating greater flexibility and alternative accommodation arrangements to maintain program timeframes.
- **Local market capacity:** Engagement with local subcontractors has demonstrated an increase in capacity within the local civil construction market. As a result, the accommodation need has shifted from 300 to a maximum of 168 workers, with typical occupancy of between 100 – 140 workers over an eight-month period (June 2026 – February 2027).
- **Land use and impact reduction:** The proposed change reduces the footprint at Crookwell, avoiding the need to disturb a larger area of land and decreasing potential environmental and heritage impacts.

Collectively, these factors support the rationale for using existing worker accommodation across the Goulburn and Upper Lachlan LGAs in place of constructing a dedicated worker accommodation facility at Crookwell.

1.5 Purpose of this report

The SIA has been prepared in accordance with the NSW Department of Planning and Environment's 2023 Social Impact Assessment Guidelines (SIA Guidelines), published in February 2023. It reflects industry-leading methods for assessing the social context of project changes. Author qualifications are provided in Appendix A.

2 Approach to Social Impact Assessment (SIA)

2.1 Overview

This SIA has been proportionately scoped and prepared to align with the nature of the proposed change: not constructing the approved Crookwell accommodation facility at AC06 and the use of existing accommodation options in the Goulburn Mulwaree and Upper Lachlan Shire Local Government Areas (LGAs). It supports the Consistency Assessment process by identifying whether the revised approach to worker accommodation would result in any new or materially different social impacts compared to those already assessed and approved.

The following approach has been adopted to prepare this SIA:

- Reviewed the approved project's social locality and baseline (as defined in *EIS Technical Report 7 – Social Impact Assessment*) to identify any changes in context resulting from the proposed accommodation approach.
- Analysed current demographic and infrastructure data for the affected localities using reliable sources, including the Australian Bureau of Statistics (ABS 2021) and local planning instruments.
- Considered prior engagement insights from HumeLink stakeholder engagement activities undertaken to date, particularly those relevant to workforce accommodation, housing pressures, and community cohesion.
- Identified any new or altered social impacts that could arise from the use of dispersed accommodation in existing townships, as opposed to a centralised temporary facility.
- Conducted a risk-based assessment to determine the potential significance of identified social impacts.
- Reported findings in accordance with the NSW Department of Planning and Environment's Social Impact Assessment Guideline – Technical Supplement (2023).

This SIA aligns with key SIA principles outlined in the Guideline, being:

- Proportionate – scaled to reflect the likely level and nature of social impacts associated with the proposed change.
- Action-oriented – focused on identifying whether existing management measures remain appropriate or whether refinements are needed.
- Integrated – considers findings from environmental and land use assessments and is consistent with the wider Consistency Assessment.

2.2 Social locality

The approved project's social baseline is documented in *EIS Technical Report 7 – Social Impact Assessment* and includes relevant demographic, land use and infrastructure characteristics of host LGAs. For the purposes of this assessment, the social locality has been refined to focus on:

- Goulburn township and surrounding urban areas within the Goulburn Mulwaree LGA; and
- Key towns and villages in Upper Lachlan Shire, including Crookwell, Taralga, and surrounding rural settlements.

These areas reflect the likely locations where the workforce would be accommodated under the proposed change. The social locality includes a mix of urban and rural communities, some of which have experienced growth and changing housing dynamics in recent years. Updated demographic data has been used to understand community vulnerability, service availability, and potential pressures on local infrastructure.

For a complete overview of the broader project baseline, refer to *EIS Technical Paper 7 - Social Impact Assessment* (HillPDA, 2023) and *Technical Report 7 - Social Impact Assessment Addendum* (HillPDA, 2023a).

2.3 Identifying social impacts

The identification of potential social impacts was informed by:

- A clear understanding of the nature of the proposed change (i.e. replacing a single worker accommodation facility with dispersed accommodation arrangements).
- Previous findings in the EIS, Submissions Report, and Amendment Report for the approved project.
- Review of engagement outcomes gathered during broader project engagement, including any concerns raised about local housing, workforce behaviour, and infrastructure demand. This includes outcomes of engagement undertaken to inform the Social Impact Management Plan during January 2025 and May 2025.
- Outcomes of targeted stakeholder engagement conducted between May and July 2025 with local government, service providers, accommodation operators and community representatives.
- Consideration of relevant technical studies (e.g. land use, noise, traffic) that intersect with the change in worker accommodation approach.
- A desktop review of available policy and planning documents for the affected LGAs.

The assessment focused on determining whether the proposed change would:

- Alter the likelihood or magnitude of previously assessed social impacts; or
- Shift the location, timing or distribution of assessed social impacts in ways that affect local communities.

2.4 Risk assessment

A risk-based method, consistent with the SIA Guideline – Technical Supplement (2023), was applied to assess the potential significance of identified social impacts. This included:

- Assessing the magnitude of potential impacts (scale, duration, reversibility, and sensitivity of affected people); and

- Determining the likelihood of each impact occurring based on available evidence and expert judgement.

A significance matrix (provided in Appendix B) was used to assign a social impact rating to each impact, both without and with management measures in place.

2.5 Reporting

This SIA presents a structured assessment of the social impacts associated with the proposed change. It:

- Describes the proposed change and identifies how it alters the approved social footprint of the project
- Assesses potential positive and negative impacts across the relevant SIA categories
- Confirms whether current mitigation and monitoring measures from the approved project remain appropriate or require adjustment
- Provides a clear summary of residual social impacts in table format, including extent, duration, and level of concern
- Identifies where additional monitoring or engagement is required to manage or evaluate the social outcomes of the proposed change.

The identification of likely social impacts considered the social impact categories outlined in the SIA Guidelines (Table 2.1).

Table 2.1 Social impact categories defined in the Social Impact Guidelines

Categories	Definition
Way of life	How people live, how they get around, how they work, how they play, and how they interact each day.
Community	Community composition, cohesion, character, how the community functions, and people's sense of place.
Accessibility	How people access and use infrastructure, services and facilities, whether provided by a public, private or not-for-profit organisation.
Culture	Aboriginal and non-Aboriginal, including shared beliefs, customs, values and stories, and connections to Country, land, waterways, places and buildings.
Health and wellbeing	Physical and mental health especially for people vulnerable to social exclusion or substantial change, psychological stress resulting from financial or other pressures, access to open space and effects on public health.
Surroundings	Ecosystem services such as shade, pollution control, erosion control, public safety and security, access to and use of the natural and built environment, aesthetic value and amenity.
Livelihoods	People's capacity to sustain themselves through employment or business.

Categories	Definition
Decision-making systems	Including the extent to which people can have a say in decisions that affect their lives, and have access to complaint, remedy and grievance mechanisms.

3 Social baseline

3.1 Community profile and demographics

This section presents a demographic and housing profile for the communities most likely to host non-local construction workers under the proposed modification — that is, the Upper Lachlan Shire and Goulburn Mulwaree Local Government Areas (LGAs). The proposed change involves not constructing the approved Crookwell accommodation camp at AC06 and using existing accommodation across towns including Goulburn, Crookwell, Taralga, and surrounding localities.

The profile is drawn primarily from the Australian Bureau of Statistics (ABS) 2021 Census of Population and Housing and considers factors relevant to potential social impacts, including workforce pressures on housing, short-term accommodation, and local services. This data informs the social impact assessment by identifying potential vulnerabilities and the context in which construction-related accommodation demand will be experienced.

For a complete overview of the broader project baseline, refer to *EIS Technical Report 7 - Social Impact Assessment* (HillPDA, 2023) and *Technical Report 7 - Social Impact Assessment Addendum* (HillPDA, 2023a).

3.2 Demographic and housing indicators

Goulburn Mulwaree and Upper Lachlan LGAs represent distinct but interconnected social settings:

- Goulburn Mulwaree LGA includes Goulburn as a major regional centre with diverse accommodation options and essential services.
- Upper Lachlan Shire LGA includes smaller towns such as Crookwell, Taralga, Gunning, and Laggan, with lower population densities and predominantly agricultural land uses.

Table 3.1 Population profiles, 2021 Census

Indicator, 2021	Goulburn Mulwaree LGA	Upper Lachlan Shire LGA	NSW
Population	32,053	8514	8,072,163
Aboriginal and/or Torres Strait Islander	5.1%	3.1%	3.4%
Born in Australia	82.3%	83.5%	65.4%
Language other than English at home	7.9%	3.7%	29.5%
Median age	41	49	39
Bachelor degree or higher	14.2%	15.6%	27.8%
Labour force participation	57.1%	58%	58.7%
Unemployment	4.3%	3%	4.9%

Indicator, 2021	Goulburn Mulwaree LGA	Upper Lachlan Shire LGA	NSW
Industry of employment	Hospitals (except Psychiatric Hospitals) (4.5%), Aged Care Residential Services (3.2%) Supermarket and Grocery Stores (3.1%) Takeaway Food Services (2.8%) Other Social Assistance Services (2.5%)	Sheep Farming (Specialised) (9.4%). Beef Cattle Farming (Specialised) (4.4%) Sheep-Beef Cattle Farming (4.2%) Local Government Administration (3.2%)	Hospitals (except Psychiatric Hospitals) (4.2%), Supermarket and Grocery Stores (2.5%) Other Social Assistance Services (2.4%) Computer System Design and Related Services (2.3%) Aged Care Residential Services (2.2%)
Common occupations	Community and Personal Service Workers (14.9%), Technicians and Trades Workers (14.8%) Professionals (14.7%) Labourers (12.2%) Managers (12.2%) Clerical and Administrative Workers (11.6%)	Managers (27.4%), Professionals (14.1%), Technician and Trades Workers (12.8%), Clerical and Administrative Workers (11.2%), Labourers (10.5%), Community and Personal Service Workers (10.6%)	Professionals (25.8%) Managers (14.6%) Clerical and Administrative Workers (13%) Technicians and Trades Workers (11.9%) Community and Personal Service Workers (10.6%), Labourers (8.2%)
Occupied private dwellings:	12,045 (87%) of which 87.5% are separate houses	3,249 (76.9%) of which 96.6% are separate houses	2,900,468 (90.6%) of which 65.6% are separate houses
Tenure	28.9% rented	12.6% rented	32.6% rented

3.3 Long and short stay rental market conditions

The following table presents recent housing market indicators for Goulburn (postcode 2580) and Crookwell (postcode 2583), including both long-term rentals and short-stay listings such as Airbnb and Stayz. Long-term data reflects rental vacancy and pricing trends for residential housing stock, while short-stay data refers to platform-based visitor accommodation and excludes motels, hotels, and caravan parks.

Table 3.2 Long and short stay rental market conditions

Indicator	Source	Goulburn and surrounds (2580)	Crookwell and surrounds (2583)
Vacancy Rate (May 2025) (long term)	SQM Research	0.8%	7.0%
Rental prices (all houses) (June 2025) (long term)	SQM Research	\$500.79 2.4% increase since June 2022.	\$503.80 3.7% increase since June 2022.

Indicator	Source	Goulburn and surrounds (2580)	Crookwell and surrounds (2583)
Short stay listings (LGA)	AirDNA May 2025	104	82
Short stay occupancy rate (LGA):	AirDNA	48%	38%
Short stay average nights stayed (LGA):	AirDNA	3 days	2.5 days

These indicators highlight that both towns have constrained rental markets, with very limited vacancy and upward rental pressure. The elevated vacancy rate in Crookwell and surrounds may reflect the dynamics of a smaller and more volatile housing market, potentially influenced by a recent increase in available housing following the completion of infrastructure construction activity in the area. This reinforces the importance of workforce accommodation planning that avoids adverse effects on local housing access and affordability.

3.4 Short-term accommodation capacity

AGJV undertook an assessment of short-term accommodation capacity in the Goulburn Mulwaree and Upper Lachlan Shire LGAs to inform the proposed change to the workforce accommodation strategy. Between March and June 2025, commercial accommodation providers were contacted to confirm the availability of rooms and their willingness to accommodate members of the construction workforce.

In Goulburn and surrounds, 220 rooms were offered across 11 establishments, representing approximately 47.9% of the total room stock at those facilities. In Crookwell, Taralga, and Laggan, 59 rooms were offered across 13 establishments, representing approximately 77.6% of total rooms at those sites. These figures are based on the lower end of room availability ranges, to reflect a conservative estimate that accounts for fluctuations due to events, school holidays, or general tourism demand.

All proposed accommodation options are commercial premises operating under development consent, including motels, hotels, caravan parks, and houses with approval for short-stay rental. Most Upper Lachlan options are standalone houses or smaller facilities, with limited scope for individual room leasing.

All sites are located within commuting distance of the project area: approximately 20 km from the boundary in Goulburn, 15 km from Crookwell, and 8 km from Taralga.

While not all contacted providers opted to participate, the remaining room capacity would continue to be available for use by the general public. To ensure flexibility, AGJV has identified more rooms than required to meet projected demand. This approach is intended to minimise the potential for displacement of other users during peak periods and allow adaptive management if accommodation availability changes.

Further detail on the engagement process that informed this capacity analysis is provided in Chapter 4 of this report. Refer to Tables 3.3 and 3.4, and Figures 3.1 and 3.2, for detailed accommodation availability and locations.

Table 3.3 Accommodation availability for workforce – Goulburn LGA

Town	Name	Type	Physical Address	Ownership	Total number of rooms	Number of rooms that can be offered per week (Conservative)
Goulburn	Heritage Motor Inn	Motel	69 Sydney Rd, Goulburn.	Private	43	10
Goulburn	Bakehouse Motel	Motel	4 Sowerby St, Goulburn.	Private	26	8
Goulburn	Quest Goulburn	Motel/ apartments	27 Clinton St, Goulburn.	Private	63	60
Goulburn	Goulburn Motor Inn	Motel	80 Clinton St, Goulburn.	Private	22	10 - 15
Goulburn	Goulburn Central Motor Lodge	Motel	120 Auburn St, Goulburn.	Private	43	25
Goulburn	Posthouse Motor Lodge	Motel	1 Lagoon St, Goulburn.	Private	38	30
Goulburn	Best Western Plus Goulburn	Motel	77 Lagoon St, Goulburn.	Private	71	20
Goulburn	Black Sheep Motel Goulburn	Motel	7 Joshua St, Goulburn.	Private	15	5 - 7
Goulburn	Lilac City Motor Inn & Steakhouse	Motel	126 Lagoon St, Goulburn.	Private	28	15
Goulburn	BIG4 Governors Hill Carapark	Caravan and Camping	77 Sydney Rd, Goulburn.	Private	18	9 - 10
Goulburn	Mercure Goulburn	Motel	2 Lockyer St, Goulburn.	Private	74	10
Goulburn	Goulburn South Caravan Park	Caravan and cabins	149 Hume St, Goulburn.	Private	18	18
			TOTAL		459 rooms	220 rooms

Table 3.4 Accommodation availability for workforce – Goulburn LGA

Town	Name	Type	Physical Address	Ownership	Total number of rooms	Number of rooms that can be offered per week (Conservative)
Crookwell	Crookwell Hotel Motel	Hotel/ Motel	101 Goulburn St, Crookwell.	Private	16	11
Crookwell	ULSC House	House	Lot 6 Redground Rd, Crookwell.	Private	4	4
Crookwell	Sarah Page Flat	Apartment	Goulburn St, Crookwell.	Private	2	2
Crookwell	Uplands House (not shown on map)	House	-	Private	3	3
Crookwell	Uplands Pastures Motel	Motel	2 Oram St, Crookwell.	Private	12	2
Crookwell	Studio 56 House and Studio	House	56 Denison St, Crookwell.	Private	3	3
Taralga	Argyle Inn	Hotel	80 Orchard St, Taralga.	Private	8	6
Taralga	Argyle House	House	Orchard St, Taralga.	Private	6	6
Taralga	Taralga Hotel	Hotel	24 Orchard St, Taralga.	Private	7	7
Taralga	Taralga Lilac Cottage - House	House	28 Orchard St, Taralga.	Private	3	3
Taralga	Taralga Wildlife Park - House	House	257 Bannaby Rd, Taralga.	Private	4	4
Laggan	Eudorra Farm – Laggan (not shown on map)	House	413 Fullerton Road, Laggan.	Private	7	7
Laggan	Eudorra Shearers Quarters – Laggan (not shown on map)	House	413 Fullerton Road, Laggan.	Private	1	1

Town	Name	Type	Physical Address	Ownership	Total number of rooms	Number of rooms that can be offered per week (Conservative)
			Total		76 rooms	59 rooms

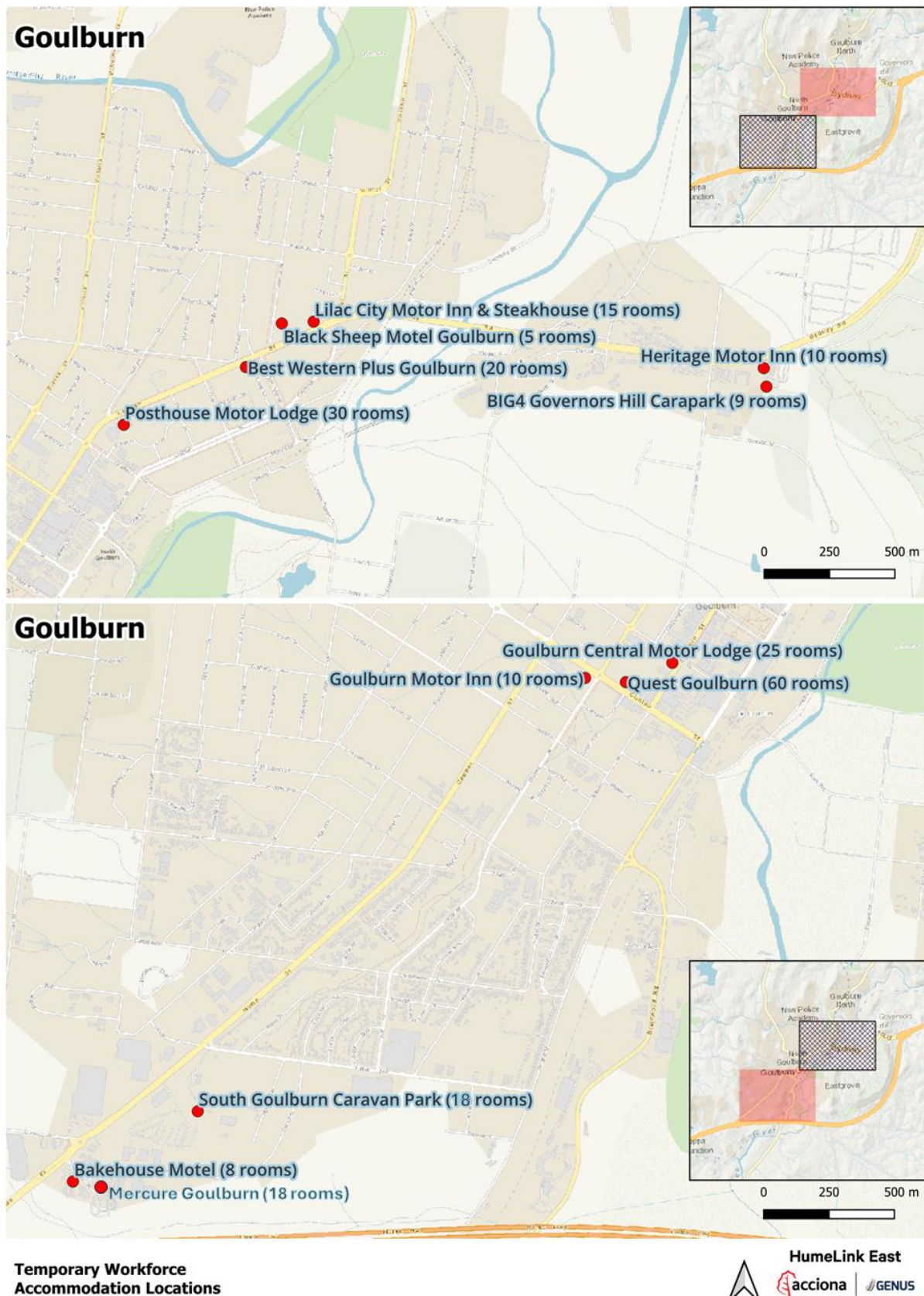
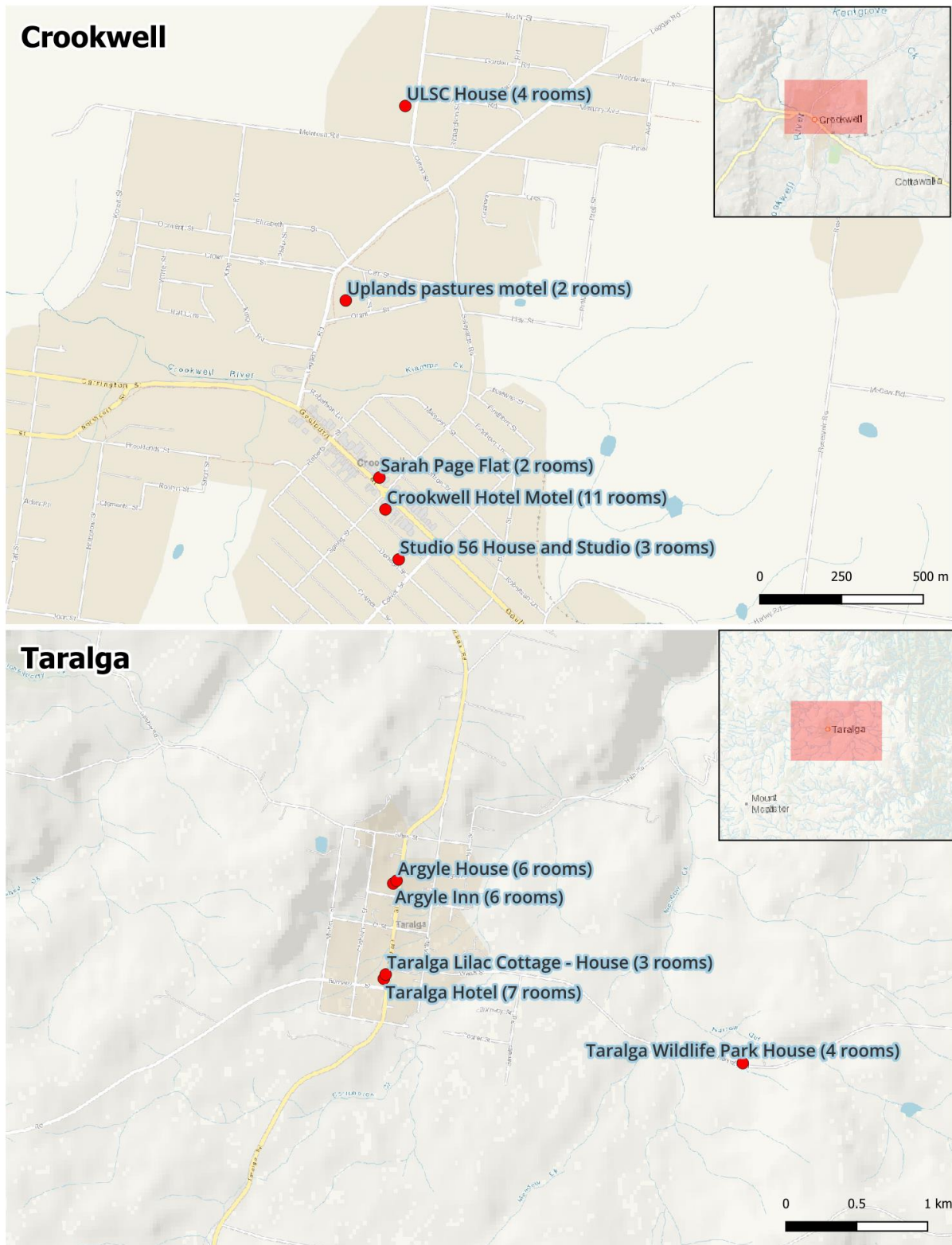


Figure 3.1 Proposed worker accommodation locations in Goulburn



**Temporary Workforce
Accommodation Locations**

Figure 3.2 Proposed worker accommodation locations in Crookwell and Taralga

4 Stakeholder engagement to inform this SIA

4.1 Purpose of engagement

Stakeholder engagement is a key input to social impact assessment, providing insight into community values, local knowledge, and the perceived impacts of project changes. For this SIA, engagement has been used to understand perspectives on the proposal to not construct the Crookwell accommodation facility and the dispersal of workers across existing short-term accommodation in Goulburn Mulwaree and Upper Lachlan Shire LGAs. Engagement activities informing this SIA include:

- Previous engagement undertaken during preparation of the HumeLink East Social Impact Management Plan (SIMP) between January and May 2025.
- Targeted discussions with councils, accommodation providers and local businesses during May–July 2025 regarding the proposal to not construct the accommodation facility at AC06.
- A dedicated program of community and stakeholder engagement program completed in late June and early July 2025, specifically related to the proposed change.

4.2 Application of SIMP engagement to this SIA

The engagement outcomes gathered during preparation of the HumeLink East SIMP have been directly applied to this Social Impact Assessment to inform both the identification of risks and the design of appropriate management measures to be included in the SIMP, should the proposed change go ahead. While the proposal to not construct the Crookwell accommodation facility represents a shift in delivery, the social risks associated with housing access, community cohesion, and tourism displacement remain relevant under a dispersed accommodation model.

Key insights from previous SIMP engagement that have shaped this SIA include:

- **Housing availability and tourism accommodation pressure:** These concerns were raised consistently by stakeholders in Goulburn and Upper Lachlan Shire. They have been used to inform the risk analysis in Chapter 6 of this report.
- **Transparency of worker numbers and locations:** Requests for clearer communication have been adopted into ongoing reporting measures (e.g. public updates on expected and actual off-site worker numbers).
- **Workforce behaviour and community cohesion:** Insights about the need for visible behavioural expectations and local engagement have informed management measures to be included in the SIMP relating to Code of Conduct compliance, stakeholder liaison, and local grievance pathways.
- **Tourism and event-related displacement:** These concerns led to refinements in the SIA including “dynamic scheduling” of bookings, engagement with Destination Networks, and event-specific liaison with councils.

This SIA therefore builds upon, but does not replace, the findings and commitments already developed under the SIMP, ensuring alignment with previous engagement outcomes while addressing the unique implications of the proposed change.

4.3 Engagement with accommodation providers

Between March and June 2025, AGJV undertook targeted engagement with short-term accommodation providers in the Goulburn Mulwaree and Upper Lachlan Shire LGAs. The objective was to confirm whether existing commercial facilities could support the project's accommodation requirements in lieu of constructing a new workforce camp at AC06.

More than 24 commercial operators were contacted via email and phone. The engagement sought to understand the number of rooms available, typical booking patterns, and willingness to accommodate workforce bookings over a sustained period.

Many providers expressed interest in supporting the Project, citing benefits such as consistent occupancy and business certainty during off-peak seasons. A smaller number of providers declined to participate, with no specific objections raised. These businesses continue to operate and remain available for general public use.

This engagement informed the availability data presented in Section 3.4 and contributed to the identification of suitable sites for accommodating the construction workforce within existing development approvals.

4.4 Goulburn Mulwaree and Upper Lachlan Shire Council stakeholder engagement (April – July 2025)

A series of targeted meetings and discussions were held with both Goulburn Mulwaree and Upper Lachlan Shire Councils between April and July 2025 to consult on the proposal to not construct the Crookwell accommodation facility and explore alternative workforce accommodation arrangements. These consultations aimed to understand potential local implications and gather stakeholder perspectives to inform both the Social Impact Assessment and the broader Consistency Assessment process. Engagement participants included representatives from Upper Lachlan Shire Council (ULSC), Goulburn Mulwaree Council, and relevant personnel from Transgrid and AGJV.

Feedback from Goulburn Mulwaree and Upper Lachlan Shire Councils has informed both the assessment of potential social impacts, and the development of management measures proposed in this SIA. In particular:

- **Seasonal tourism accommodation pressures** were raised as a key concern, particularly around major events and holiday periods. This SIA has incorporated that feedback into the assessment of potential impacts on the visitor economy.
- **Development application and land use planning processes** were discussed in relation to temporary cabins in Upper Lachlan Shire Council. This was relevant to potential Council-led delivery of additional accommodation infrastructure within the LGA. The discussed reflect a shared interest in ensuring sufficient accommodation capacity during construction while delivering a lasting benefit for the region.

- **Community sentiment around temporary accommodation and workforce integration** informed this SIA's assessment of community cohesion risks. The SIA recommends retention of existing management measures relating to workforce behaviour, Code of Conduct adherence, and complaints pathways.
- **The importance of separating workforce accommodation proposals from the Community Investment and Benefit Program (CIBP)** was reinforced by Upper Lachlan Shire Council. This distinction has been preserved throughout the SIA, ensuring that management measures relating to accommodation are clearly attributable to workforce management, not broader benefit-sharing initiatives.

These insights have been considered alongside broader community and stakeholder feedback and remain relevant under the proposed dispersed accommodation model.

Consultation with Council is ongoing to help inform a future update to the HumeLink East SIMP. This will include seeking Council feedback on proposed social impact management measures.

Table 4.1 summarises the key engagement milestones and discussion points to date. Engagement evidence is provided in Appendix D to this SIA. Table 4.1 Summary of Council engagement and key discussion points.

Table 4.1 Key engagement milestones and discussion points

Date	Engagement activity	Stakeholders	Key discussion points
2 April 2025	Teams meeting	Transgrid and AGJV Upper Lachlan Shire Council	Preliminary discussion on potential use of Crookwell Caravan Park, Gunning Showgrounds, and Taralga as worker accommodation options.
15 April 2025	Teams meeting	Upper Lachlan Shire Council Goulburn Mulwarree Council Transgrid and AGJV	Explored accommodation options across both LGAs, considered project timing, seasonal constraints, and potential effects on tourism.
17 April 2025	Teams meeting	Transgrid and AGJV Upper Lachlan Shire Council	Further consideration of temporary cabin installations at Crookwell Caravan Park and Gunning Showgrounds. Discussed Development Application (DA) pathways and feasibility of modifying the existing Woodhouselee site.
28 April 2025	Email	Upper Lachlan Shire Council	Provided update on community information session scheduled for Crookwell (22 May).
8 May 2025	Teams meeting	Transgrid and AGJV Upper Lachlan Shire Council	Presented the Community Investment and Benefit Program (CIBP) and clarified that cabin accommodation proposals would be progressed separately to the CIBP.

Date	Engagement activity	Stakeholders	Key discussion points
14 May 2025	Meeting	Upper Lachlan Shire Council AGJV	Continued development of cabin accommodation scope for Gunning Showgrounds.
27 May 2025	In-person meeting	Goulburn Mulwarree Council Transgrid and AGJV	Provided briefing on revised accommodation strategy and rationale for removing the Crookwell camp.
28 May 2025	Teams meeting	Transgrid and AGJV Upper Lachlan Shire Council	Check-in meeting to discuss cabin options and broader accommodation strategy.
10 June 2025	Councillor briefing session	Transgrid and AGJV Goulburn Mulwarree Council	Formal presentation of revised accommodation approach by Transgrid, including expected workforce numbers, timelines, and distribution.
23 June 2025	Meeting	Upper Lachlan Shire Council	Check-in meeting, cabin proposal.
4 July 2025	Email	Upper Lachlan Shire Council	Provision of the Upper Lachlan Shire and Goulburn Temporary Workforce Accommodation Plan for review.
4 July 2025	Email	Goulburn Mulwarree Council	Provision of the Upper Lachlan Shire and Goulburn Temporary Workforce Accommodation Plan for review.
8 July 2025	Meeting	Transgrid and AGJV Upper Lachlan Shire Council	Meeting to offer funding to support the delivery of cabin-style accommodation at Barbour Park (Gunning) and Crookwell Caravan Park. The offer was made to support increased visitor accommodation capacity following the removal of the Woodhouselee camp, and to enable local benefit-sharing aligned with the Temporary Workforce Accommodation Plan. The cabins are intended to provide dual benefit for workforce and regional tourism use.
8 July 2025	Letter	Transgrid and AGJV Upper Lachlan Shire Council	Formal written offer issued, confirming funding commitment to Upper Lachlan Shire Council. Funding is restricted to the planning, installation, and maintenance of cabins at the two identified sites. Council is responsible for delivery, with a target completion date of July 2026.
24 July 2025	Letter	Transgrid and AGJV Goulburn Mulwarree Council	Letter of acceptance of the proposed workforce accommodation strategy received. The accepted workforce accommodation strategy is attached to this CA as Appendix A.

4.5 Broader stakeholder and community engagement: June – July 2025

4.5.1 Overview

Between 25 June and 9 July 2025, further engagement was conducted across Goulburn, Crookwell and Taralga to directly inform this SIA, the Consistency Assessment, and the update of the Social Impact Management Plan (SIMP).

This included:

- Focus group sessions with community members and local organisations
- Drop-in information sessions held at community venues
- One-on-one discussions with accommodation and local service providers

Engagement activities were promoted via local newspapers, community noticeboards, social media, direct email and Transgrid's website. Sessions were attended by a mix of residents, business owners, local government representatives and community organisations.

The engagement techniques used to support the SIMP Stage 2 process and collect feedback are summarised in Table 4.2. These include both targeted and broad-based approaches such as stakeholder focus groups, community drop-in sessions, a public survey, and a comprehensive communications campaign across print, radio, social media, newsletters, and direct stakeholder outreach.

Information, feedback and insights were gathered through a combination of active participation and broad awareness-raising techniques designed to maximise reach and enable informed community input. The table also presents the indicative reach of each activity and, where applicable, the number of participants who directly engaged

Table 4.2 Engagement opportunities

Approach	Timing	Description	Reach	No. participated
Targeted Engagement: Representative from key stakeholder groups including emergency services, community groups, business chambers and representatives, councils, Aboriginal and Torres Strait Islanders representatives and industry				
Focus Group sessions - Invitation letter: Registrations open	20 June 2025	Formal invitation sent via email to 46 key stakeholders outlining the purpose of SIMP Stage 2 and inviting participation in focus group discussions. Stakeholders were provided with three participation options: in-person sessions in Goulburn or Crookwell, a one-on-one session by request, or the opportunity to decline attendance.	46	-
Focus Group sessions - Reminder to register	25 June 2025	Follow-up email reminder sent to stakeholders who had not yet registered. Included a direct link to the registration form and reiterated participation options.	32	-
Focus Group sessions - Registration confirmation	27 June 2025	Confirmation email sent to all stakeholders who registered. Included a meeting invitation, online survey link, and PDF of the project overview slide deck to support informed discussion during the focus group sessions.	14	-
Focus Group sessions - HumLink East SIMP Stage 2 – 1:1 Consultation Option	2 July 2025	Direct outreach to stakeholders who had not registered or who had declined group session invitations, offering one-on-one consultation opportunities. Email also reminded recipients that the online feedback survey remained open.	40	
Focus Group Session – Goulburn	1 July 2025	Facilitated in-person focus group session held at Goulburn Soldiers Club. Session provided an overview of SIMP Stage 2, a summary of the proposed changes, and structured discussion of key social impact areas. Participants included representatives from councils, business chambers, emergency services, and other community organisations. Please note the Crookwell focus group was cancelled due to low registration. Stakeholders were offered the opportunity to: (1) attend the Goulburn session (in person or online), or (2) request a one-on-one consultation via Microsoft Teams. Email requested confirmation of preferred option by COB 30 June.	46	9

Approach	Timing	Description	Reach	No. participated
One on one meetings	Not applicable	Tailored one-on-one consultations were offered to stakeholders who were unable to attend a group session or who wished to raise individual matters in more detail. These meetings were arranged upon request, either verbally or via email, and provided a confidential setting for participants to engage directly with project representatives on topics of interest or concern. At the time of writing, no stakeholders (other than representatives of Goulburn Mulwaree and Upper Lachlan Shire Councils) had taken up the offer of a one-on-one meeting.	40	0
Broader engagement Community and near neighbours: Goulburn and surrounds; Crookwell and surrounds				
Community drop-in sessions	30 June 2025 3.30pm to 6.00pm	A series of informal, open-format drop-in sessions were held across Goulburn and Crookwell. Community members were invited to speak directly with the project team, learn about the proposal to not construct the accommodation facility at AC06, and provide input into SIMP Stage 2. Posters and take-home materials were available, and attendees could complete a survey on-site. Sessions were promoted via newsletters, website updates, and community notice channels.	See advertising and media schedule in Appendix D	5 Participants
	1 July 2025 3.30pm to 6.00pm			4 Participants
	2 July 2025 3.30pm to 6.00pm			4 Participants
	3 July 2025 3.30pm to 6.00pm			7 Participants
Survey and survey tool	27 June to 30 July 2025	A short-form community survey (available online and in hard copy) was designed to gather feedback on the proposed change to workforce accommodation, mitigation strategies, and opportunities for enhancing social and economic benefits. The survey was available up until 30 July 2025 for two weeks and promoted via all engagement channels and at drop-in sessions.	See advertising and media schedule in Appendix D	1 completed survey at time of authorship
Dedicated project website	Ongoing	The project website hosted key documents, background information, and an embedded survey link. It was regularly updated and served as a central access point for the broader community to remain informed.		
Digital Distribution & Direct Outreach	20 June – 3 July 2025	Facebook posts, project webpage updates, and direct email notifications to accommodation providers, stakeholders, and the HumeLink East mailing list. See Appendix D for full media schedule.	Facebook reach 7,300; emails sent to	Not applicable

Approach	Timing	Description	Reach	No. participated
			~90+ stakeholders	
Public Communications – Media & Advertising	20 June – 3 July 2025	Newspaper (online and print), radio ads and interviews, and project webpage updates promoting SIMP Stage 2 sessions across Goulburn, Crookwell, Taralga and surrounds. See Appendix D for full media schedule.	Estimated audience >38,000 radio + >9,000 print/digital	Not applicable

4.5.2 Engagement outcomes

Feedback gathered through engagement played an important role in shaping this SIA. Input from participants helped to refine the identification of social impacts, confirm the relevance of proposed management measures, and highlight opportunities to improve outcomes for local communities. The feedback also provided valuable local context and insights, ensuring that the SIA reflects lived experience and community expectations.

In particular, the focus group session held in Goulburn yielded highly targeted and constructive feedback directly related to the Consistency Assessment. Participants included representatives from local councils, regional development bodies, TAFE, health and emergency services, and State agencies. Discussions focused on the implications of accommodation strategies, workforce visibility, tourism displacement, housing pressure, and the cumulative effects of concurrent infrastructure projects. This feedback has directly informed the assessment of whether the proposed change to the workforce accommodation strategy could result in changes to social impacts.

Recurring themes and key issues raised across all engagement forums—including focus groups and drop-in sessions—are summarised in the table below. Each issue is accompanied by an indication of whether it is considered to have implications for this SIA.

Engagement records and supporting evidence, including consultation notes, invitations, and materials used during the June–July 2025 engagement period, are provided in Appendix D.

In addition to informing this SIA, the engagement outcomes will also be used to guide the future update of the HumeLink East Social Impact Management Plan (SIMP). This will ensure that emerging concerns, proposed management measures, and cumulative issues are reflected in the next iteration of the SIMP, in alignment with ongoing delivery planning and stakeholder expectations.

Table 4.3 Summary of engagement (June to July 2025)

Theme Raised in Consultation	Engagement Forum	Summary of Community Insight	Implications for CA
Tourism and Visitor Economy	Focus Group	Community stakeholders raised concerns that workforce accommodation could reduce the availability of short-term stays for tourists, including grey nomads and weekend visitors. Suggested improvements included developing dual strategies for weekday vs weekend demand, coordinating with councils to avoid event clashes, incorporating Airbnb into accommodation tracking, and establishing a dedicated coordination role for tourism and accommodation planning (modelled on Orange360).	Yes
Housing Availability and Affordability	Focus Group	Stakeholders highlighted concerns about increased rental costs and reduced housing availability, especially for vulnerable residents. They noted historical sensitivity in Crookwell due to past projects. There was a strong call to distinguish between rental price pressure and general shortages and to strengthen	Yes

Theme Raised in Consultation	Engagement Forum	Summary of Community Insight	Implications for CA
		the link between local employment targets and reduced housing impacts.	
Community Cohesion and Wellbeing	Focus Group	Feedback indicated some community discomfort with construction workers wearing high-vis clothing in public venues. Questions were raised about DIDO patterns and the visibility of the workforce. It was suggested that mitigation include guidance on public presentation and continued monitoring of community sentiment.	Yes
Health, Emergency, and Digital Services	Focus Group	The closure of Goulburn's urgent care clinic and a lack of local mental health services raised concerns about service strain. Stakeholders also flagged that the absence of a centralised camp would push digital demand onto already overstretched local networks. It was recommended that workers be provided with access to independent telehealth and digital connectivity options.	Yes
Cumulative Impacts from Other Projects	Focus Group	There was a strong emphasis on the need for regional coordination across major infrastructure projects occurring concurrently in the region. Stakeholders suggested HumeLink support a coordination role or system to manage workforce timing and shared accommodation pressures, citing Orange360 as a potential model.	Yes
Transport and Local Amenity	Focus Group	Concerns were raised about increased traffic between Goulburn and the site, parking impacts in civic areas, and potential effects on local transport systems. There were also requests for consideration of traffic safety and antisocial behaviour.	Partially
Environmental and Biodiversity Concerns	Drop in sessions	A Councillor from Upper Lachlan Shire raised concerns about the width of the transmission corridor, potential loss of biodiversity, clearing of native vegetation, and the adequacy of revegetation plans. She also highlighted observations from some landowners regarding the return of bird species not seen in the area for many years, suggesting this may not have been fully recognised or addressed.	No
Landholder Engagement	Drop in sessions	The Councillor expressed that some landowners felt their concerns had not been adequately heard, particularly in relation to ecological observations. Project representatives (AGJV and Transgrid) advised that they were open to further engagement and encouraged those landowners to make contact directly. The Councillor was provided with contact details and flyers and was asked to share these with interested parties, with assurance that privacy would be respected.	No (but noted for broader engagement)
Community Investment	Drop in sessions	General discussion touched on opportunities for local workforce participation and potential community investment	Partially

Theme Raised in Consultation	Engagement Forum	Summary of Community Insight	Implications for CA
and Workforce Opportunities		as part of the project's broader social contributions. These themes were raised as important considerations for the region.	
Project Awareness and Update	Drop in sessions	Attendees were primarily interested in receiving an update on the project's status and delivery. There was limited feedback raised related specifically to accommodation.	No
Local Employment and Training	Drop in sessions	Community members and Aboriginal business representatives raised questions about TAFE partnerships, local workforce KPIs, and employment pathways. Interest was expressed in participating in training-to-employment model.	Partially – supports workforce integration and mitigations related to local economic participation
Mental Health and Behaviour Management	Drop in sessions	Stakeholder raised concerns about how the project is managing mental health risks and antisocial behaviour associated with a dispersed workforce. Suggestions included increased engagement with local mental health providers and community-based responses. This stakeholder attended the Goulburn Focus Group session the following day.	Yes – supports refinement of social cohesion and health-related management measures.

5 Assessment and prediction of social impacts

This SIA supports the Consistency Assessment being undertaken to determine whether the proposed change to the HumeLink East workforce accommodation strategy—specifically, the proposal to not construct the approved Crookwell accommodation facility and the use of existing accommodation options across the Goulburn Mulwaree and Upper Lachlan Shire LGAs—is consistent with the approved Project and its Conditions of Approval.

The assessment has been prepared holistically, considering the approved Project alongside the proposal to not construct the accommodation facility at AC06, to determine whether the revised accommodation approach would result in any new or materially different social impacts. It identifies:

- Where social impacts are expected to remain consistent with those assessed in the original EIS and SIA Addendum; and);
- Where the nature, extent, or geographic distribution of impacts may vary under the revised approach.

This updated analysis draws on recent stakeholder and community feedback, updated accommodation and demographic data, and refinements to project delivery. It reflects the most current understanding of potential impacts under the revised strategy and supports the determination of whether further mitigation or adaptation is warranted.

The original EIS Technical Report 7 – Social Impact Assessment (HillPDA, 2023) and SIA Addendum (HillPDA, 2023a) identified potential impacts across a range of domains, in line with the NSW SIA Guideline (2023), including way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, and decision-making systems.

During the development of the SIMP for HumeLink East (AAP Consulting, July 2025), the identified social impacts were reviewed, refined, and in some cases expanded based on additional consultation, project adjustments, and evolving stakeholder expectations. A summary of all social impacts identified across the SIA, Addendum, and SIMP is provided in Appendix C.

For the purposes of this Consistency Assessment, the SIA draws on the refined set of social impacts from the SIMP (2025) to ensure consistency with the current delivery strategy and engagement insights. These refinements include updated wording to improve clarity and contextual accuracy.

Table 5.1 presents only those social impacts that are considered relevant to the Consistency Assessment and may be influenced by the revised workforce accommodation strategy. This includes potential changes to impact significance, likelihood, and geographic extent.

To ensure consistency with the mitigation framework and Conditions of Approval:

- Each impact is described using the refined wording from the SIMP.
- A column identifies how the revised accommodation strategy may influence the nature or distribution of the impact.
- Related Updated Mitigation Measures (UMMs) and Conditions of Approval are noted.

- Residual impact significance has been reassessed, where appropriate, based on current conditions.

The impacts have been grouped into thematic categories to support practical management and monitoring. These themes are illustrated in Figure 5.1 and directly inform the updated mitigation strategies presented in Chapter 6.

Importantly, no new social impacts have been identified as a result of the proposed change. However, some existing impacts may be experienced differently requiring refinements to implementation or enhanced monitoring.



Figure 5.1 Key areas of social impact

Table 5.1 Assessment of residual social impacts

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
<p>SIMP 01: A decline in tourism to the social locality may result from reduced availability of short-term accommodation for tourists, due to occupancy by construction workers, particularly in the main tourism areas.</p> <p>Timing: Impacts are most likely during peak visitor periods (e.g. public holidays, local events, and weekends) that overlap with the peak construction workforce accommodation period, when short-stay rooms are occupied by workers in Crookwell and Goulburn.</p> <p>Area of social impact: Impacts to tourism and the visitor economy</p>					
Tourism operators, casual hospitality workers, and accommodation providers in Crookwell and Goulburn, including those reliant on seasonal events (e.g. Raceway events, weekend markets).	medium (negative)	Increased localised pressure. The revised accommodation strategy distributes the workforce across commercial short-stay options in Goulburn and Crookwell, increasing the potential for overlap with tourist bookings during peak periods and events. This change may heighten pressure on local accommodation markets during the construction period.	The revised workforce accommodation strategy removes the centralised camp at Crookwell and introduces up to 168 workers into commercial short-stay accommodation across Goulburn and Crookwell. This may reduce the availability of tourist accommodation during peak event periods, especially where worker occupancy overlaps with major local festivals or holiday weekends. Engagement with accommodation providers confirmed that more rooms were offered than required, and workforce bookings will be limited to the number of rooms forecast for use. Many	The contractor will implement a suite of targeted workforce accommodation management measures to minimise potential impacts on tourism accommodation availability during peak visitor periods. Measures include advance booking coordination, dynamic scheduling of worker placements, and ongoing liaison with councils, event organisers, and accommodation providers. These measures will be delivered through the SIMP, consistent with existing management pathways under Condition of Approval B61 and aligned with the Community Communications Strategy	No change in residual impact rating, as the revised approach introduces refined management measures that maintain the originally assessed risk profile. The impact remains moderate in magnitude and possible in likelihood, with a medium (negative) residual significance.

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
			providers also elected to retain rooms for general guests or declined to participate, preserving market availability.	required under Condition A24. No new conditions or management frameworks are proposed, with actions integrated under the existing approval and proposed UMM structure.	
<p>SIMP 02: The presence of construction workers would increase demand for short-term accommodation, offering a recovery boost for accommodation providers who were impacted by the COVID downturn</p> <p>Timing: Benefits to accommodation providers will occur throughout the construction period, particularly on weekdays, with increased occupancy in hotels, motels, and short-stay options in Goulburn and Upper Lachlan LGAs.</p> <p>Area of social impact: Impacts to tourism and the visitor economy</p>					
Commercial short-stay accommodation providers (hotels, motels, Airbnbs) in Goulburn and Upper Lachlan LGAs, especially those recovering from pandemic-related downturns. May also include hospitality workers and small tourism operators benefiting from increased weekday bookings.	medium (positive)	Wider spatial benefit with mixed outcomes. The revised approach may broaden the range of businesses benefiting from weekday worker occupancy, particularly in areas less frequented by tourists. However, longer stays by workers may alter the visitor experience in some locations, raising concerns among some stakeholders.	The revised workforce accommodation strategy creates a steady weekday demand for short-term accommodation across Crookwell and Goulburn, particularly during the anticipated peak construction period of approximately 9 months. This is likely to provide a direct financial boost to operators still recovering from reduced visitor volumes during the COVID-19 pandemic.	The contractor will implement a targeted suite of measures to maximise local tourism-related benefits arising from weekday worker accommodation bookings. These include coordination with accommodation providers, tracking of short-stay occupancy trends, and promotion of local business engagement through workforce information tools and liaison channels. These actions will be implemented through the	No change in residual impact rating is, as the revised strategy provides enhanced weekday occupancy and supports recovery for pandemic-affected businesses. The impact remains moderate in magnitude and likely in likelihood, with a medium (positive) residual significance.

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
			<p>While the positive impact is distributed across a range of accommodation types, the scale of benefit may vary depending on location, price point, and booking coordination.</p> <p>Stakeholder engagement highlighted the importance of ensuring equitable distribution of worker bookings, particularly among small, locally owned businesses.</p> <p>Benefits are more likely during weekdays, when accommodation demand is typically lower, suggesting the Project could help stabilise occupancy across the week.</p>	<p>SIMP, in accordance with Condition of Approval B61, and aligned with the Community Communications Strategy required under Condition A24.</p> <p>No new conditions or management frameworks are proposed, with actions to be incorporated under existing approvals and proposed UMMS.</p>	
<p>SIMP 03 The presence of a construction workforce may strain long-term rental accommodation, reducing vacancies and increasing rent prices, impacting local residents, including low-income earners and other vulnerable community members</p> <p>Timing: Indirect effects may arise during the workforce accommodation period if demand for short-stay rooms displaces stock from the casual rental pool or drives up short-term rental prices. Most likely in Crookwell and Goulburn during event-heavy or high-demand periods.</p> <p>Area of social impact: Impacts to housing availability and affordability</p>					
Local renters, including low-income earners, people with disability, and those in transitional housing in	medium (negative)	Potential indirect impacts. While long-term rentals will not be used, the increased demand on short-stay	The revised workforce accommodation strategy avoids placing workers directly in long-term rentals but	The contractor will implement refined workforce accommodation and monitoring actions to minimise	No change in residual impact rating is proposed, as the revised strategy avoids direct use of long-

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
Goulburn and Crookwell. Particularly affected during seasonal peaks when short-term accommodation is withdrawn from the general rental market or repriced due to elevated demand.		accommodation may reduce availability of casual or transitional rental options.	introduces up to 168 people into commercial short-stay accommodation in Crookwell and Goulburn. During peak periods, demand for short-stay rooms may displace casual rentals used by low-income households or drive up short-term prices that ripple into the broader market. These pressures are expected to be localised and time-limited (anticipated peak construction period of approximately 9 months), with intensity increasing during holidays or major events. The housing market in Crookwell and Goulburn is already constrained, with feedback citing legacy impacts from prior projects (e.g. Crookwell 3 Wind Farm). Stakeholder concerns focused on rental inflation, loss of casual rental options, and the need for clear data on worker numbers and accommodation type.	potential indirect effects on local rental availability and affordability. Measures include ongoing use of commercial short-stay accommodation, a dedicated accommodation register, collaboration with councils and housing providers, and more frequent monitoring pulse checks to track displacement risk. These actions will be delivered through the SIMP, in accordance with Condition of Approval B61.	term rentals and includes mitigation measures responsive to emerging risks. The impact remains moderate in magnitude and possible in likelihood, with a medium (negative) residual significance.

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
<p>SIMP05: The arrival of temporary construction workers may negatively impact social cohesion in the social locality due to conflict between supporters and opponents of the Project, distrust or wariness of new residents and workers, potentially leading to increased anxiety among local residents and non-resident workers</p> <p>Timing: From the start of peak workforce mobilisation (June 2026), community interaction with workers may increase in town centres, shops, and public spaces. Impacts may fluctuate depending on roster patterns (e.g. 3:1) and workforce visibility in Goulburn and Crookwell.</p> <p>Area of social impact: Impact to community cohesion, safety, health and wellbeing</p>					
Community members across Goulburn, Crookwell, and nearby villages who may interact with non-resident workers in public places and services. Includes hospitality and retail staff, young families, older people, and others sensitive to perceived changes in social dynamics or town character.	medium (negative)	Without a dedicated accommodation camp, the dispersed model increases the workforce's visibility in towns and public spaces. This may elevate community concern about unfamiliar presence and lead to greater scrutiny of workforce behaviour.	The revised workforce accommodation strategy will disperse up to 168 workers across short-stay accommodation in Goulburn and Crookwell, increasing their visibility in public settings. Impacts are likely to be felt most acutely in town centres, shops, cafes, and community venues, particularly during evenings and weekends when workers are off shift. Stakeholder feedback indicates some concern about perceived social disruption, workforce anonymity, and some focus on antisocial behaviour, respect in public spaces, and a lack of familiarity with temporary workers. With no centralised camp to limit interfacing, the workforce	The contractor will implement enhanced workforce behaviour and engagement measures to maintain community cohesion and reduce the risk of perceived disruption from a visible non-resident workforce. Measures include distributed workforce accommodation, location-specific toolbox talks, cultural awareness training, and real-time sentiment tracking. These measures will be implemented through the SIMP, in accordance with Condition of Approval B61, and aligned with the Community Communications Strategy required under Condition A24. Worker conduct expectations are reinforced through the AGJV Code of Conduct and	No change in residual impact rating is proposed. While worker visibility will increase, the revised approach includes specific behavioural management and engagement measures. The impact remains moderate in magnitude and possible in likelihood, with a medium (negative) residual significance.

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
			presence will be more integrated with local community life, increasing the likelihood of both positive and negative interactions.	induction processes in line with UMM SO2, and local engagement will be supported by Community Liaison Officers, consistent with the consultation requirements under Condition A8.	
<p>SIMP06: Positive impacts may also arise from the creation of new relationships, interactions, and shared experiences, which could expand residents' networks and knowledge</p> <p>Timing: Positive social interactions may occur throughout the construction period, especially where workers participate in community life or contribute to local initiatives.</p> <p>Area of social impact: Impact to community cohesion, safety, health and wellbeing</p>					
Local residents in Goulburn and Crookwell, including small business owners, community groups, sporting clubs, and cultural associations that may benefit from social or economic exchange with the temporary workforce.	medium (positive)	No material change. Opportunities for informal positive interaction between the workforce and local communities remain under the revised model and may be enhanced by geographic dispersion, subject to ongoing respectful conduct.	With 168 workers dispersed across Goulburn and Crookwell for up to nine months, there is a strong opportunity for new relationships, shared experiences, and informal exchange. Benefits are most likely in areas where workers are encouraged and enabled to engage with community activities (e.g. sport, volunteering, local events). Small towns such as Crookwell may be especially responsive to visible workforce participation, providing a	The contractor will implement a set of targeted engagement strategies to maximise social benefits from workforce integration within the local community. Measures include promotion of workforce participation in community activities, partnerships with local groups, and oversight of relevant programs through the Community Investment and Benefits Plan. These actions will be implemented through the SIMP, in accordance with	No change in residual impact rating is proposed. The revised strategy maintains or enhances opportunities for positive workforce–community interaction, with geographic distribution supporting broader benefit realisation. The impact remains moderate in magnitude and likely in likelihood, with a medium (positive) residual significance.

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
			platform for inclusive engagement and economic exchange. Stakeholders expressed strong support for positive workforce-community interaction, provided workers are respectful and behavioural expectations are upheld. The revised workforce accommodation strategy avoids clustering and supports broader community exposure.	Condition of Approval B61, and aligned with the Community Communications Strategy required under Condition A24. Worker conduct expectations will continue to be reinforced through the AGJV Code of Conduct and daily toolbox talks, consistent with UMM SO2.	
<p>SIMP 07 Road closures and changes to access routes may increase traffic in town centres, create minor delays from detours, and potentially impact emergency response times</p> <p>Timing: New commuter travel between Goulburn and Crookwell will occur daily throughout the peak period, with possible increased volumes during roster changeover days. Impacts may affect morning and afternoon peaks on key rural roads.</p> <p>Area of social impact: Impact to near neighbours and broader community</p>					
Residents, schools, and businesses along commuting corridors between Goulburn and work sites in Upper Lachlan Shire. This includes freight users, emergency services, school buses, and those in smaller villages where traffic volumes may	medium (negative)	Reduction in localised traffic impacts, but broader commuter footprint introduced. The removal of the Crookwell accommodation facility (AC06) significantly reduces traffic volumes around the site, with vehicle movements expected to	The proposed change to workforce accommodation removes the centralised Crookwell camp at AC06 and introduces a dispersed model using available commercial accommodation in Goulburn (202 rooms available), Crookwell (26 rooms available), and Taralga (26	The findings of the Traffic Impact Memorandum (ACA-HLNK-CLNK-TIA-RP-0001, Rev 00A) confirm that the revised accommodation model will not result in adverse impacts on road safety, amenity, or network performance. The contractor will continue to implement existing mitigation	No change in residual impact rating is proposed. While the revised accommodation strategy reduces localised traffic volumes near Crookwell, it introduces broader commuter movements between Goulburn and Upper Lachlan. These are

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
increase (e.g. Roslyn, Binda, and towns between Goulburn and Crookwell).		drop from approximately 240 per day to fewer than 20 per day during typical periods. This includes a peak reduction from 210 light and 160 heavy vehicles per day to just 5 light and 15 heavy vehicles. However, the revised strategy introduces daily commuter travel between accommodation sites in Goulburn and project areas near Crookwell. While overall vehicle volumes are lower than originally assessed, the spatial footprint of traffic impacts has expanded. No new road closures are proposed.	rooms available), with a peak workforce of up to 168 personnel. This change introduces new daily commuter traffic between Goulburn and Upper Lachlan Shire, particularly along rural roads and town centre routes during the anticipated peak construction period of approximately 9 months construction period. To assess potential impacts, a Traffic Impact Memorandum (ACA-HLNK-CLNK-TIA-RP-0001, Rev 00E, Civlink Consulting, July 2025) was prepared. The memo assessed expected vehicle volumes, background traffic data, and likely interaction with town centres. The assessment found that construction traffic would occur outside of AM/PM peak periods, with a maximum increase of around 4% in peak traffic volumes in Goulburn and negligible increases in Crookwell and Taralga. No	measures to manage commuter traffic movements associated with the revised workforce accommodation strategy. These include advance notification of road changes, coordination with emergency services, and ongoing traffic monitoring. These actions will be implemented in accordance with UMM T2 (Road and Traffic Management) and UMM T4 (Driver-related Road Safety) and align with the project's Community Communication Strategy required under Condition A24. No new mitigation measures are proposed, and the measures remain sufficient to address the redistributed but time-limited traffic volumes.	time-limited, occur outside peak periods, and are managed through existing mitigation measures. The impact remains moderate in magnitude and possible in likelihood, with a medium (negative) residual significance.

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
			adverse outcomes were expected in terms of road safety, traffic performance, or infrastructure condition. Additionally, there will be a significant net reduction in traffic at the Crookwell compound, which will no longer be used for accommodation (but as a construction compound only). Given that the changes introduce some new commuter movements between LGAs, the original SIA mitigation measures remain relevant, but will now apply across a broader area, including Goulburn and Taralga.		
<p>SIMP09: The temporary influx of construction workers may strain social infrastructure and services, increasing demand for healthcare services, GPs, emergency services, and recreational facilities, potentially exacerbating existing service constraints</p> <p>Timing: Local health and emergency services may experience increased demand across the construction period, with peak strain expected during mid-phase construction ramp-up (approx. August–November 2026).</p> <p>Area of social impact: Area of Social Impact: Access to social infrastructure and services.</p>					

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
Residents in Crookwell and Goulburn, particularly vulnerable groups such as older adults, people with chronic health needs, low-income households, and those with limited access to digital or transport options. These areas already report limited GP access and service strain.	medium (negative)	The revised accommodation strategy distributes workers more broadly across Goulburn and Crookwell, which may increase localised demand on health and emergency services in both areas. While stakeholder feedback noted concerns about digital infrastructure and service capacity, current health and emergency services are expected to accommodate typical guest usage under the proposed model.	The revised workforce accommodation strategy introduces up to 168 construction workers living in dispersed commercial accommodation across Goulburn and Crookwell. This increases reliance on local infrastructure and services during the anticipated peak construction period of approximately 9 months. Vulnerable populations—particularly people with existing health needs or limited transport access—may face reduced access to GPs or emergency services if demand is not carefully managed. The Project’s onsite first aid arrangements, wellness program, and avoidance of long-term residential housing reduce broader impacts. However, consistent workforce presence during peak project phases (August–November 2026) requires ongoing coordination with service	Continue to deliver a structured workforce wellness program focused on preventative care, mental health support, and fatigue management. Establish and maintain formal partnerships with local health providers, where it is feasible, to support referrals and reduce emergency presentation rates. Monitor uptake of onsite first aid or telehealth services to ensure usage trends do not reflect under-reporting or avoidance of formal care. Ensure workforce related to this Consistency Assessment have access to onsite first aid-trained staff and are supported by escalation protocols to local medical services. Engage regularly with local health and emergency services to identify pressure points and jointly plan for peak workforce period.	No change in residual impact rating is proposed. While the revised accommodation strategy reduces localised traffic volumes near Crookwell, it introduces broader commuter movements between Goulburn and Upper Lachlan. These are time-limited, occur outside peak periods, and are managed through existing mitigation measures. The impact remains moderate in magnitude and possible in likelihood, with a medium (negative) residual significance.

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
			providers to monitor service strain.		
SIMP 19: Potential strain on accommodation capacity due to the presence of the temporary workforce, potentially disrupting seasonal tourism and major community events Timing: Overlap between the workforce accommodation period and pre-scheduled events in Goulburn and Crookwell (e.g. Raceway weekends, local festivals) may lead to temporary accommodation shortages or conflicts in booking priorities Area of social impact: Area of Social Impact: Access to social infrastructure and services					
Event organisers, tourism businesses, and local residents in Crookwell and Goulburn, especially where accommodation is required for both workforce and visitors attending seasonal events. Impacts may emerge where accommodation bookings clash with key periods like school holidays, sporting events, or long weekends.	medium (negative)	Event-based pressure. The use of commercial accommodation may increase the likelihood of booking conflicts during major events or seasonal tourism peaks. This pressure is time-bound but could be disruptive if unmanaged.	The revised workforce accommodation strategy introduces up to 168 workers into short-term accommodation across Crookwell and Goulburn, coinciding with major local events and school holiday periods. Unlike SIMP01, which focuses on general tourist access, SIMP19 addresses the specific risk of double-booking	Mitigation for SIMP19 is closely aligned with the measures outlined under SIMP01 (Impacts to tourism and the visitor economy). The contractor will implement targeted coordination measures to minimise potential accommodation conflicts during seasonal visitor periods. Measures include dynamic scheduling of worker bookings, integration with local tourism	No change in residual impact rating is proposed. While the revised strategy increases the spatial extent of possible impacts, refined management measures provide a strong coordination framework to manage seasonal accommodation pressures. The residual impact remains moderate in magnitude and possible in

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
			<p>pressure during high-demand weekends and event periods (e.g. Goulburn Show, Raceway events, Crookwell Country Weekend).</p> <p>Affected parties include local tourism operators who rely on repeat seasonal trade, event organisers managing large-scale bookings, and visitors unable to secure accommodation.</p> <p>This pressure is expected to be episodic but predictable, with potentially significant commercial and reputational impacts if unmanaged.</p> <p>Given these concerns, the previously defined mitigations (from SIMP01) are reinforced and adapted to event-based triggers in this Consistency Assessment.</p>	<p>forums, and feedback loops with councils and operators. These actions will be included in the SIMP, in accordance with Condition of Approval B61, and aligned with the Community Communications Strategy required under Condition A24. The approach is also consistent with UMM TT8 regarding advance communication with visitors and event stakeholders.</p>	<p>likelihood, with a medium (negative) residual significance.</p>
<p>SIMP21: The construction of multiple large projects over the same timeframe, creating a cumulative shortage of both short-term and long-term accommodation</p> <p>Timing: Overlap between the workforce accommodation period and pre-scheduled events in Goulburn and Crookwell (e.g. Raceway weekends, local festivals) may lead to temporary accommodation shortages or conflicts in booking priorities.</p> <p>Area of social impact: Area of Social Impact: Access to social infrastructure and services</p>					

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
Residents, workers, businesses, and service providers in Crookwell, Goulburn, and surrounding areas affected by multiple concurrent infrastructure projects, resulting in cumulative demand on accommodation, roads, services, and workforce availability. This includes people managing limited rental supply or infrastructure fatigue.	No residual impact rating provided in SIA, 2023.	This impact was identified in the 2023 SIA but was not assigned a residual significance rating. Under the revised accommodation strategy, potential cumulative pressures on accommodation, workforce availability, and local services may increase due to concurrent major infrastructure projects in the region. The revised strategy avoids the use of long-term residential rentals but introduces additional mobile workforce demand in areas already experiencing development-related strain. The extent of overlap will vary depending on project timing, seasonal events, and regional workforce needs.	The revised workforce accommodation strategy introduces a mobile workforce of up to 168 people into Goulburn and Crookwell during a time when other major infrastructure projects (including energy and road upgrades) are also underway in the region. This overlap increases the risk of cumulative stress on short-term and long-term accommodation, workforce availability, and supporting services. Stakeholder feedback has noted early signs of capacity fatigue in the tourism and rental sectors. Because this is a cumulative impact shared with other developments, it may not be visible in project-specific data until local systems (e.g. accommodation booking platforms, council event coordination) become constrained.	The contractor will implement proactive coordination measures to identify and respond to cumulative pressures on accommodation and services. These include participation in regional planning forums, early notification to councils, and tracking of accommodation uptake across LGAs. These actions will be captured in the SIMP, in accordance with Condition of Approval B61, and aligned with the Community Communications Strategy under Condition A24. Existing management strategies under UMM TT8 (communication with stakeholders) and UMM EC2 (coordination with economic and regional stakeholders) also apply.	A new residual impact rating is introduced for this Consistency Assessment. The cumulative nature of the issue increases the complexity of planning and response but is geographically limited, time-bounded, and manageable through enhanced coordination. The impact is therefore assessed as moderate in magnitude, possible in likelihood, with an overall medium (negative) residual significance.

Extent (Communities / Groups and Locations (Specific to CA))	Residual significance per the SIA, 2023	Change as a result of the proposed change	Social Impact Discussion	Relevant UMMS and Conditions of Approval	Residual impacts
			The risk is that late changes to workforce size, accommodation needs, or construction timing could exceed thresholds for community tolerance.		

6 Management of the proposed change

The purpose of this Consistency Assessment SIA is to compare the nature and scale of social impacts under the revised workforce accommodation strategy against those identified in the original SIA (2023) and SIA Addendum. This assessment has confirmed that while the revised approach introduces some changes in how and where impacts are experienced—such as more visible workforce presence in town centres, increased reliance on commercial short-stay accommodation, and commuter traffic through rural corridors—the overall nature and residual significance of social impacts remains consistent with the previously assessed project.

All social impacts relevant to this Consistency Assessment were previously characterised in the SIA or Addendum. No new impact types have emerged as a result of the proposed change, and residual significance ratings remain unchanged. While the revised accommodation strategy redistributes certain impacts—particularly in Crookwell and Goulburn—the residual impact assessment remains unchanged.

To ensure timely and place-based mitigation of the proposed change, refinements will be incorporated through a suite of existing and approved project plans and management tools, including:

- An updated SIMP for HumeLink East, which will include the provision of a dedicated Accommodation Coordinator to oversee worker accommodation planning, stakeholder liaison, and conflict resolution specific to the revised accommodation strategy .
- A targeted Communication Action Plan (CAP), to be implemented through the AGJV Community and Stakeholder Engagement Management Plan (CSEMP), consistent with the Project's approved Community Communication Strategy (CCS).

These refinements fall within the existing project approvals framework and do not require changes to the Conditions of Approval. Accordingly, the proposed change remains within the scope of the assessed and approved social impact profile.

This SIA concludes that the proposed change can be effectively managed within the existing framework, with refinements ensuring timely mitigation of potential impacts and the maximisation of local benefits. The identified measures provide assurance that the revised approach remains aligned with the intent of the Project's approved social risk profile and stakeholder commitments.

7 References

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Appendix A. Author Certification

Certification Page

I, [REDACTED], certify that the Social Impact Assessment contains all information relevant to the project's proposed modification and that the information is not false or misleading. My qualifications and experience are listed below.

Qualifications and membership

- Bachelor of Arts (Communications)
- Graduate Certificate Social Change and Development (ongoing, HD in Soc Science Research Methods)
- Member International Association of Impact Assessment
- Member International Association of Public Participation
- Member Environmental Institute of Australia and New Zealand

Experience

The author is trained in social science methodologies and has demonstrated SIA skills in Government, private, and education settings. She has managed SIAs for extractive industry, renewable energy, social infrastructure and transport infrastructure projects in NSW including significant state developments.

The author is a social impact and community engagement specialists with a range of experience in carrying out major social impact assessments across a range of sectors in NSW, inclusive of participatory engagement practices

Date: 23 July 2025

[REDACTED]

Appendix B. Risk assessment

The following tables are derived from the SIA Guidelines (DPHI, 2023a) and were adopted as the risk methodology for this assessment.

Defining magnitude levels for social impacts

Magnitude level	Meaning
Transformational	Substantial change experienced in community well-being, livelihood, amenity, infrastructure, services, health, and/or heritage values; permanent displacement or addition of at least 20% of a community
Major	Substantial deterioration/improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area
Moderate	Noticeable deterioration/improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people
Minor	Mild deterioration/improvement, for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable
Minimal	No noticeable change experienced by people in the locality

Defining likelihood levels of social impacts

Likelihood level	Meaning
Almost certain	Definite or almost definitely expected
Likely	High probability
Possible	Medium probability
Unlikely	Low probability
Very unlikely	Improbable or remote probability

Dimensions of social impact magnitude

Dimensions		Details Needed to Enable Assessment
Magnitude	Extent	Who specifically is expected to be affected (directly, indirectly, and/or cumulatively), including any vulnerable people? Which location(s) and people are affected? (e.g., near neighbours, local, regional, future generations).
	Duration	When is the social impact expected to occur? Will it be time-limited (e.g., over particular project phases) or permanent?
	Severity or scale	What is the likely scale or degree of change? (e.g., mild, moderate, severe)

Dimensions		Details Needed to Enable Assessment
	Intensity or importance	How sensitive/vulnerable (or how adaptable/resilient) are affected people to the impact, or (for positive impacts) how important is it to them? This might depend on the value they attach to the matter; whether it is rare/unique or replaceable; the extent to which it is tied to their identity; and their capacity to cope with or adapt to change.
	Level of concern/interest	How concerned/interested are people? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration and/or intensity.

Social impact significance matrix

Likelihood	Magnitude Level				
	Minimal	Minor	Moderate	Major	Transformational
Almost certain	Low	Medium	High	Very High	Very High
Likely	Low	Medium	High	High	Very High
Possible	Low	Medium	Medium	High	High
Unlikely	Low	Low	Medium	Medium	High
Very unlikely	Low	Low	Low	Medium	Medium

Appendix C. Summary of revisions to social impacts identified in SIA and SIA addendum

This appendix provides a comprehensive record of the social impacts originally identified in the Social Impact Assessment (SIA) Report (HillPDA, 2023) and the SIA Addendum (HillPDA, 2023a), and clearly outlines how each impact has been considered, revised, or assessed as no longer applicable during the preparation of this Social Impact Management Plan (SIMP).

The table includes:

- Original social impacts identified in the SIA and SIA Addendum.
- Indication of whether each impact was retained (with revisions), newly identified, or marked as not applicable ('n/a').
- A brief rationale or comment explaining changes made or the reason for removal

This process ensures transparency around the final set of impacts addressed in the SIMP and subsequently in this SIA.

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
SIMP01	Way of life	Reduced availability of short-term accommodation for tourists due to take up from construction workers. Potential for flow on negative impacts through reduced patronage of tourist attractions, particularly in the Snowy Valleys LGA and Gundagai which are the social locality's main tourism areas	Likelihood: unlikely Magnitude: moderate Significance: medium (negative).	A decline in tourism to the social locality may result from reduced availability of short-term accommodation for tourists, due to occupancy by construction workers, particularly in the main tourism areas of the Snowy Valleys LGA and Gundagai	Impacts to tourism
SIMP02	Way of life	Use of short-term accommodation will assist the recovery of these businesses from the impacts of the COVID-19 pandemic which is a positive impact	Likelihood: unlikely Magnitude: moderate Significance: medium (negative).	The presence of construction workers would increase demand for short-term accommodation, offering a recovery boost for accommodation providers who were impacted by the COVID downturn.	Impacts to tourism
SIMP03	Way of life	Availability of short-term rental accommodation will vary according to seasonal trends and demand from other major infrastructure projects. If inadequate short term accommodation is available at the time it is needed, there may be a need to access private rental accommodation. If a shortfall does occur, there may be temporary impacts for private renters due to reduced vacancy rates and supply constrained rent increases.	Likelihood: unlikely Magnitude: moderate Significance: medium (negative).	The presence of a construction workforce may strain long-term rental accommodation, reducing vacancies and increasing rent prices, impacting local residents, including low-income earners and other vulnerable community members.	Impacts to housing availability and affordability
SIMP04	Way of life	Quiet rural lifestyles would be impacted negatively by movement of construction vehicles including: In the key communities, intermittent increases in noise levels from construction vehicles passing through and non-resident workers visiting to access services and facilities, potentially detracting from the pleasantness of the environment.	Likelihood: possible Magnitude: minor	Increased construction vehicle movement and construction activity, may cause intermittent noise and vibration disturbances for residents near construction compounds and within the Project footprint, potentially leading to sleep disruption during peak construction periods	Impacts to near neighbours, and the broader community

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
		<p>Movement of construction vehicles around compounds in Yass, which are located on the fringe of the urban area, may cause disturbance to nearby residents through increased noise and vibration.</p> <p>In the project footprint, high levels of construction traffic would occur in peak periods where substation construction works are being undertaken causing disturbance.</p>	Significance: medium (negative).		
n/a. Impact captured in SIMP 04	Way of life	Residential receivers within proximity of the Project footprint are predicted to potentially experience sleep disturbance impacts at times during the construction period	<p>Likelihood: possible</p> <p>Magnitude: minor</p> <p>Significance: medium (negative).</p>	Refer SIMP 04	
SIMP05	Community	<p>The arrival of temporary construction workers may impact social cohesion of key communities through:</p> <p>Conflict between community members in support of the project and those against it</p> <p>Distrust and/or wariness of new residents and workers</p> <p>Anxiety of both local residents and non-resident workers at changed situation</p>	<p>Likelihood: almost certain</p> <p>Magnitude: minor</p> <p>Significance: medium (negative).</p>	The arrival of temporary construction workers may negatively impact social cohesion in the social locality due to conflict between supporters and opponents of the Project, distrust or wariness of new residents and workers, potentially leading to increased anxiety among local residents and non-resident workers.	Impact to community cohesion, safety, health and wellbeing
SIMP06	Community	Positive impacts may also arise through the creation of new relationships and interactions, shared experiences and exchanges that may expand resident's contacts and knowledge.	<p>Likelihood: almost certain</p> <p>Magnitude: minor</p>	Positive impacts may also arise from the creation of new relationships, interactions, and shared experiences, which could expand residents' networks and knowledge	Impact to community cohesion, safety, health and wellbeing

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
			Significance: medium (negative).		
SIMP07	Accessibility	Interruptions or delays to transport and movement because of road closures and changes to access routes may: Result in noticeable increases in traffic in the town centres of the key communities, at times, but these increases can be accommodated within the existing capacity of the road network without causing congestion or delays	Likelihood: possible Magnitude: minor Significance: medium (negative).	Road closures and changes to access routes may increase traffic in town centres, create minor delays from detours, and potentially impact emergency response times.	Impact to near neighbours and broader community
SIMP08	Accessibility	Create partial or complete road closures for short durations to allow for construction activities to safely take place, particularly during the stringing of transmission lines over existing roads. Temporary detours may potentially result in minor disruption and delays to traffic in some areas, increase travel time and fuel consumed Create road closures which may impact on response times for emergency vehicles Cause secondary impacts which may occur to stress/anxiety and unintentional financial impacts, given the high reliance on private vehicle usage within the study area		Disruptions to transport may lead to increased stress and unintentional financial burdens for residents who rely heavily on private vehicles.	Impact to near neighbours and broader community
SIMP09	Accessibility	Temporary increase in demand for social infrastructure associated with increased population from construction workers including: Increase in demand for hospital services. Which can be accommodated by existing infrastructure Increase in demand for GPs potentially exacerbating the existing constraints on these services Increased planning and potentially responses by emergency services to enable police, ambulance and fire to respond to incidents should they occur	Likelihood: possible Magnitude: minor Significance: medium (negative).	The temporary influx of construction workers may strain social infrastructure and services, increasing demand for healthcare services, GPs, emergency services, and recreational facilities, potentially exacerbating existing service constraints	Access to social infrastructure and services

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
		Increased patronage for recreation facilities (e.g. swimming pools).			
SIMP10	Accessibility	<p>Temporary increase in demand for goods and services could result in shortages to the local community. For example:</p> <p>The key communities may experience changes to availability of goods and services as local businesses seek to meet any increased demand from non-resident workers.</p> <p>Non-resident workers temporarily being accommodated in the key communities would bring (generally) elevated salaries and local businesses may respond by raising prices which could lead to minor positive social outcomes through improved livelihoods for businesses and operators receiving increased income.</p> <p>Residents in the key communities may be subject to negative outcomes to way of life or health and wellbeing through being forced to access goods and services at higher prices, or to switch to lower quality offerings.</p>	<p>Likelihood: possible</p> <p>Magnitude: minimal</p> <p>Significance: low (negative).</p>	The temporary increase in demand for goods and services due to the presence of the temporary workforce, could lead to higher prices or changes in availability, negatively impacting residents who may face higher costs or lower-quality options.	Access to social infrastructure and services
n/a	Accessibility	<p>Temporary interruptions to utility services may cause inconvenience and hinder connections. For example:</p> <p>Additional workers within service areas may place strain on communications towers and decrease access for residents.</p> <p>Residents within the project footprint may experience some negative social impacts to way of life and health and wellbeing through reduced access to utilities associated with project construction works that require disconnection of services.</p>	<p>Likelihood: possible</p> <p>Magnitude: minor</p> <p>Significance: medium (negative).</p>	Refer to SIMP10	

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
SIMP11	Culture	The Project has the potential to impact both positively and negatively on: The ability of Aboriginal people to maintain and develop culture The sense of trust that Aboriginal people have in the management of matters of cultural heritage.	Likelihood: unlikely Magnitude: moderate Significance: medium (negative).	Potential for the Project to help Aboriginal people maintain and strengthen their culture by creating opportunities for involvement in the processes used to manage and protect cultural heritage, as well as jobs and training.	Impacts to near neighbours and broader community
SIMP12	Culture		Likelihood: unlikely Magnitude: moderate Significance: medium (negative).	Disconnection from Aboriginal cultural heritage due to changes to land use potentially impacting the identity and the erosion of cultural practices, and people's ability to have a say in the management of cultural heritage	
SIMP13	Culture	Potential indirect visual impacts on items of non- Aboriginal heritage significance (one item of local significance and two items of national significance).	Likelihood: unlikely Magnitude: minor Significance: low (negative).	Disconnection from non-Aboriginal cultural heritage due to changes to land use potentially impacting the identity and the erosion of cultural practices	Impacts to near neighbours and broader community
SIMP14	Health and wellbeing	Dust from construction work may impact on people's health across much of the project footprint, particularly in the sections from Adjungbilly to Yass, and Yass to Roslyn. Stress and anxiety from the project during consultation, particularly for those within or near the project footprint, may present a health risk for mental health. Potential risks to physical health may arise from workplace injuries.	Likelihood: unlikely Magnitude: minor Significance: low (negative).	Increased dust and noise during construction, causing a decline in social amenity, health or way of life for host landholders and nearby neighbours, particularly in the sections from Adjungbilly to Yass, and Yass to Roslyn sections. Refer to SIMP 15 for workforce related health and wellbeing impacts.	Impacts to near neighbours and broader community

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
SIMP15	Health and wellbeing	<p>Health and wellbeing of construction workers could be compromised through loss of connections and risk behaviours. There is potential for behavioural issues to occur in key communities during leisure time, particularly where alcohol is involved.</p> <p>Risks to worker health could be felt in the key communities, being the locations where most workers would be accommodated and where they would seek out social connections and services.</p>	<p>Likelihood: possible</p> <p>Magnitude: moderate</p> <p>Significance: medium (negative).</p>	Potential risk to the physical and mental health of the construction workforce due to remote work locations, unsafe work practice or other contributing factors.	Not defined
SIMP16	Surroundings	<p>Impacts to landscape and visual amenity may occur as construction works proceed, contributing to feelings of loss of connection and change in character of the surroundings.</p> <p>Throughout the Project footprint and nearby (distance would vary depending up on topography and visibility), direct impacts would arise from visible construction activities, plant and equipment and removal or pruning of vegetation within the Project footprint. This may temporarily disrupt the views and amenity for residences located near the Project footprint, causing stress and anxiety and may affect people's enjoyment of their local areas and sense of pride. Community members may also feel concern about loss of biodiversity where clearing is undertaken within the Project footprint.</p>	<p>Likelihood: likely</p> <p>Magnitude: moderate</p> <p>Significance: high (negative).</p>	Changes to the visual landscape and how people experience their rural surroundings, something people value.	Impacts to near neighbours and broader community

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
SIMP17	Livelihoods	New jobs would be created providing more opportunities for employment and skill acquisition by locals. The construction workforce is expected to comprise a combination of local (or within the social locality) (20 per cent), domestic (60 per cent) and international (20 per cent) construction workers suggesting that around 240 jobs would be sourced from the social locality. The benefits of employment opportunities from the project to the social locality, including flow on expenditure from workers, would be substantial.	Likelihood: almost certain Magnitude: major Significance: very high (positive).	Economic uplift and employment opportunities, due to job creation during construction and opportunities for local service providers and community	Labour draw and impact to local businesses and services
n/a. Impact captured in SIMP 12	Livelihoods	The Project would provide opportunities for local employment and upskilling of Aboriginal workers in the social locality. Increased employment for Aboriginal people in the social locality would benefit the key communities through increased expenditure, increased skills and reduced inequality.	Likelihood: likely Magnitude: major Significance: high (positive).	Refer to SIMP 12 for Aboriginal employment	Labour draw and impact to local businesses and services
SIMP18	Livelihoods	Impacts to landowners would occur through loss of productive land as the Project would require temporary or permanent alterations to property tenure or ownership arrangements to facilitate construction. These location specific impacts would have no discernible consequences for livelihood at the scale of the social locality or key communities. The direct impacts to livelihood from compensation could occur within the project footprint or nearby. Whilst one dwelling has been identified within the project footprint that may require removal, the	Likelihood: likely Magnitude: moderate Significance: high (negative).	The potential loss of productive land and changes to property ownership for landowners, with possible dislocation of households affecting their way of life, community, health and wellbeing and livelihood.	Impacts to community cohesion, safety, health and wellbeing Impacts to near neighbours and the broader community

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
		<p>final alignment of the Project footprint would be refined to avoid or minimise impacts on residential dwellings where possible.</p> <p>The social impacts would be substantial for any household dislocated from the Project including impacts to way of life, community and livelihood.</p> <p>Private landowners would be compensated for use or acquisition of their land. For these landowners, uncertainty, stress and disruption to day-to-day life would be significant impacts.</p>			
SIMP19	Livelihoods	<p>Operators of tourism accommodation in the social locality are recovering from the downturn in demand during the COVID pandemic and would benefit the additional demand for short-term accommodation arising from the Project.</p> <p>Use of short-term accommodation for workers will need to allow sufficient capacity to avoid impacts to seasonal tourism including major community events.</p>	<p>Likelihood: possible</p> <p>Magnitude: moderate</p> <p>Significance: medium (negative).</p>	<p>Refer to SIMP01</p> <p>Potential strain on accommodation capacity due to the presence of the temporary workforce, potentially disrupting seasonal tourism and major community events.</p>	Access to social infrastructure and services
n/a. Impact captured in SIMP 02	Livelihoods	Potential for increased tourism from temporary workers and their guests on weekends while staying in the social locality.	<p>Likelihood: likely</p> <p>Magnitude: moderate</p> <p>Significance: high (positive).</p>	Refer to SIMP02	
n/a Impact captured in SIMP 18	Livelihoods	<p>Impact to livelihood through changes to land use or temporary interruptions to practices in primary production.</p> <p>Land use changes may impact livelihood of the residents and businesses located in or near the Project footprint, through loss of income, stress and subsequent decreased quality of life.</p>	<p>Likelihood: likely</p> <p>Magnitude: minor</p>	Refer to SIMP18	

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Residual impacts as per the SIA, 2023	Revised for this SIMP	Relationship to CoA B61 impacts
		Some agricultural enterprises within the Project footprint may have to reduce the number of agricultural workers, which may have consequential impacts on the employment opportunities in the agricultural industry and unemployment rates of the local workforce.	Significance: medium (negative).		
SIMP20	Decision making systems	Acquisitions and leases causing stress from uncertainty about changes to property and dwellings with potential for landowner to feel their decision-making systems have been compromised.	Likelihood: almost certain Magnitude: moderate Significance: high (negative).	No change	Impact to near neighbours and the broader community

Cumulative impacts

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Related projects	Extent	Relationship to CoA B61 impacts
SIMP21	Accessibility	The construction of multiple large projects over the same timeframe, creating a cumulative shortage of both short-term and long-term accommodation.	Snowy 2.0 Main Works Snowy 2.0 Transmission Connection Jeremiah Wind Farm Rye Park Wind Farm Crookwell Wind Farm	Snowy Valleys LGA (Tumut) Adjungbilly and surrounding rural areas Bango Nature Reserve and surrounding areas Crookwell and surrounding areas	Cumulative impacts associated with other SSD projects in the area.

SIMP ID	Impact category	Social Impact as per the SIA, 2023	Related projects	Extent	Relationship to CoA B61 impacts
SIMP22	Way of life	Increased construction vehicle movements from multiple large projects over the same time frame, producing cumulative noise and dust impacts along common haulage routes.	Jeremiah Wind Farm Rye Park Wind Farm Crookwell Wind Farm	Adjungbilly and surrounding rural areas Bango Nature Reserve and surrounding areas Crookwell and surrounding areas	Cumulative impacts associated with other SSDs in the area.
SIMP23	Way of life	Increased construction vehicle movements from multiple large projects over the same time frame or consecutive timeframes, producing cumulative traffic delays and changes to the way people move in and around the localities.	Jeremiah Wind Farm Rye Park Wind Farm Crookwell Wind Farm	Adjungbilly and surrounding rural areas Bango Nature Reserve and surrounding areas Crookwell and surrounding areas	Cumulative impacts associated with other SSDs in the area.

Appendix D. Engagement evidence

Media and Communications activities

Date	Item	Format	Locations	Reach	Notes
June 20	Final approved ads and social tiles delivered to HLE	4 Newspaper ads 2 Social tiles	N/A	N/A	
TUES June 24	Crookwell Gazette ad 1	Newspaper ad – online	Crookwell, Gunning, Taralga	Monthly Digital Audience 1,131	
WED June 25	Transgrid email to all HumeLink East distribution list -	Email	Across project footprint	All subscribers on HumeLink East list	Initiated by HLE team – tiles and copy given to Transgrid
WED June 25	Upper Lachlan Gazette ad 1	community newspaper	Crookwell, Gunning, Taralga	Readership TBC Facebook followers 1,800	
THURS June 26	Facebook post on Transgrid webpage	Social media post	Across project footprint	Page followers 7,300	Initiated by HLE team – tiles and copy given to Transgrid
THURS June 26	Crookwell Gazette ad 2	Newspaper ad – online	Crookwell, Gunning, Taralga	Monthly Digital Audience 1,131	
SAT June 28	Goulburn Post print ad	Newspaper ad – print	Goulburn and surrounds	Print readership 5,355	Only edition we could secure space
TUES July 1	Crookwell Gazette ad 2	Newspaper ad – online	Crookwell, Gunning, Taralga	Monthly Digital Audience 1,131	
WED July 2	Upper Lachlan Gazette ad 1	community newspaper	Crookwell, Gunning, Taralga	Readership TBC Facebook followers 1,800	

Local Media coverage

Date	Item	Format	Locations	Reach	Notes
June 30	Radio 2GN Goulburn Breakfast with Craig Prichard 8am interview	Radio - Breakfast program	Goulburn Mulwaree and Upper Lachlan Shires	ACMA figures 38,000 potential listeners	Upper Lachlan Dep Mayor Rob Cameron promoted sessions
June 30	Radio 2GN Goulburn Midday news	Radio news	Goulburn Mulwaree and Upper Lachlan Shires	ACMA figures 38,000 potential listeners	Upper Lachlan Dep Mayor Rob Cameron promoted sessions

Date	Item	Format	Locations	Reach	Notes
July 3	Radio 2GN Goulburn Breakfast with Craig Prichard 8am interview	Radio - Breakfast program	Goulburn Mulwaree and Upper Lachlan Shires	ACMA figures 38,000 potential listeners	Upper Lachlan Mayor Paul Culhane promoted Taralga session
July 3	Radio 2GN Goulburn 6am	Radio news 6am Midday	Goulburn Mulwaree and Upper Lachlan Shires	ACMA figures 38,000 potential listeners	Upper Lachlan Mayor Paul Culhane promoted Taralga session

Community and Stakeholder activities

Date	Item	Format	Notes
June 20 onwards	Ads and social media tiles shared with key stakeholders across both Goulburn Mulwaree and Upper Lachlan Shires	Emails	Actioned by HLE Community Team
June 26	Notice of sessions sent directly to accommodation providers across Goulburn and Upper Lachlan Shire	Email	Actioned by HLE Community Team
June 26	Notice of sessions sent directly to accommodation providers across Crookwell and Upper Lachlan Shire	Email	Actioned by HLE Community Team

Following contact from the HumeLink East Community team several key local stakeholders reached out requesting to share info about the sessions including:

- Business 2580 (Goulburn Business Chamber)
- Upper Lachlan Community Foundation
- Crookwell Services Club
- Upper Lachlan Shire Council
- Goulburn Mulwaree Council
- Premiers Department (and Upper Lachlan resident)

Website

SIMP sessions were also promoted on the project page of Transgrid's website: [HumeLink East | Transgrid](#)

Social Media

SIMP sessions were advertised on the Transgrid Facebook page on June 26.


- Kathleen Bowerman – Upper Lachlan Shire Council
- Danae Vitnell – Goulburn Mulwaree Council
- Nikolina Marinovic – Premiers Department (and Upper Lachlan resident)

Website

SIMP sessions were also promoted on the project page of Transgrid's website: [HumeLink East | Transgrid](#)

Social Media

SIMP sessions were advertised on the Transgrid Facebook page on June 26.


Transgrid
 23m · 🌐

We're hosting community drop-in sessions next week in Goulburn, Crookwell and Taralga to give local residents the chance to connect directly with the HumeLink team and have a say in how this major infrastructure project takes shape.

These sessions will provide an opportunity to:

- 🔧 Learn more about the upcoming construction work starting in July and how it will support a stronger, more reliable energy future.
- 🏠 Hear the latest on local worker accommodation plans, including updates on the Woodhouselee facility and proposed housing in Goulburn and Crookwell.
- 🗣️ Share your insights to help shape the Social Impact Management Plan—a key document guiding how we minimise disruption and deliver positive outcomes for the community.
- 📍 Whether you have questions, feedback or simply want to stay informed, we'd love to see you there: <https://brnw.ch/21wTGTG>

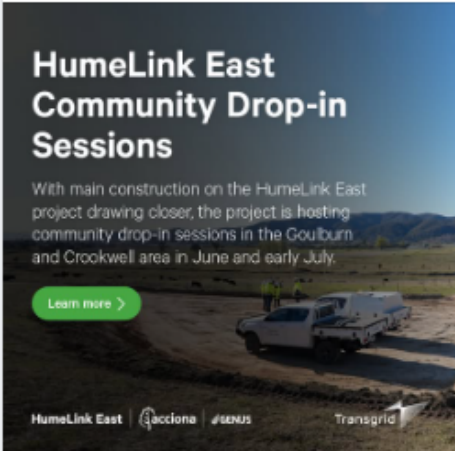
#HumeLink #communitysessions #Goulburn #Crookwell #Taralga

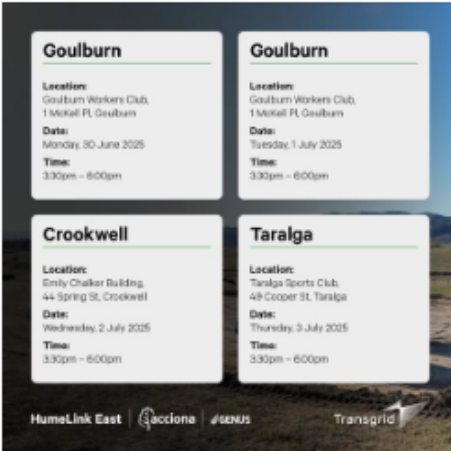
HumeLink East Community Drop-in Sessions

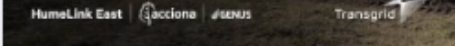
With main construction on the HumeLink East project drawing closer, the project is hosting community drop-in sessions in the Goulburn and Crookwell area in June and early July.

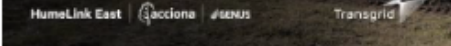
[Learn more >](#)

Goulburn Location: Goulburn Workers Club, 1 Melkett Pl, Goulburn Date: Monday 30 June 2025 Time: 3:30pm – 6:00pm	Goulburn Location: Goulburn Workers Club, 1 Melkett Pl, Goulburn Date: Tuesday 1 July 2025 Time: 3:30pm – 6:00pm
Crookwell Location: Emily Chalker Building, 44 Spring St, Crookwell Date: Wednesday 2 July 2025 Time: 3:30pm – 6:00pm	Taralga Location: Taralga Sports Club, 49 Cooper St, Taralga Date: Thursday 3 July 2025 Time: 3:30pm – 6:00pm









Targeted emails

The SIMP sessions were also promoted via targeted emails to local accommodation suppliers and landowners and people already on the HumeLink East distribution list for project updates.

Email sent by Transgrid (June 25) to all subscribers on HumeLink East distribution list.



Community drop-in sessions for HumeLink East happening next week

Hello, we wanted to let you know about some community drop-in sessions for HumeLink East happening next week in Goulburn, Crookwell and Taralga.

The sessions will be an opportunity for the community to speak directly to members of the project team and learn about major construction work commencing in the region in July.

We will also provide an update on a proposal to house workers in Goulburn and Crookwell accommodation during construction.

You can also provide feedback to help further refine the Social Impact Management Plan for the project. This plan outlines how HumeLink East will manage and address local social impacts from the project during construction.

The times and details for the sessions are below:

Goulburn	Goulburn
Location: Goulburn Workers Club, 1 McKell Pl, Goulburn	Location: Goulburn Workers Club, 1 McKell Pl, Goulburn
Date: Monday, 30 June 2025	Date: Tuesday, 1 July 2025
Time: 3:30pm – 6:00pm	Time: 3:30pm – 6:00pm

Crookwell	Taralga
Location: Emily Chalker Building, 44 Spring St, Crookwell	Location: Taralga Sports Club, 49 Cooper St, Taralga
Date: Wednesday, 2 July 2025	Date: Thursday, 3 July 2025
Time: 3:30pm – 6:00pm	Time: 3:30pm – 6:00pm

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Questions?

If you have questions about the drop-in sessions, please contact our Community and Stakeholder Engagement team on 1800 317 367 or by emailing humelink@transgrid.com.au.

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1800 317 367 | humelink@transgrid.com.au | www.transgrid.com.au/humelink

Privacy statement: Transgrid recognises the importance of privacy and protecting the personal information it holds, uses and discloses in line with the Privacy Act. It is committed to protecting personal information and handling personal information responsibly and in accordance with its obligations.

Email sent to accommodation providers (June 26)

The email below was sent to local accommodation providers, including hotels and motels, across Goulburn Mulwaree and Upper Lachlan Shire to encourage them to attend the sessions:

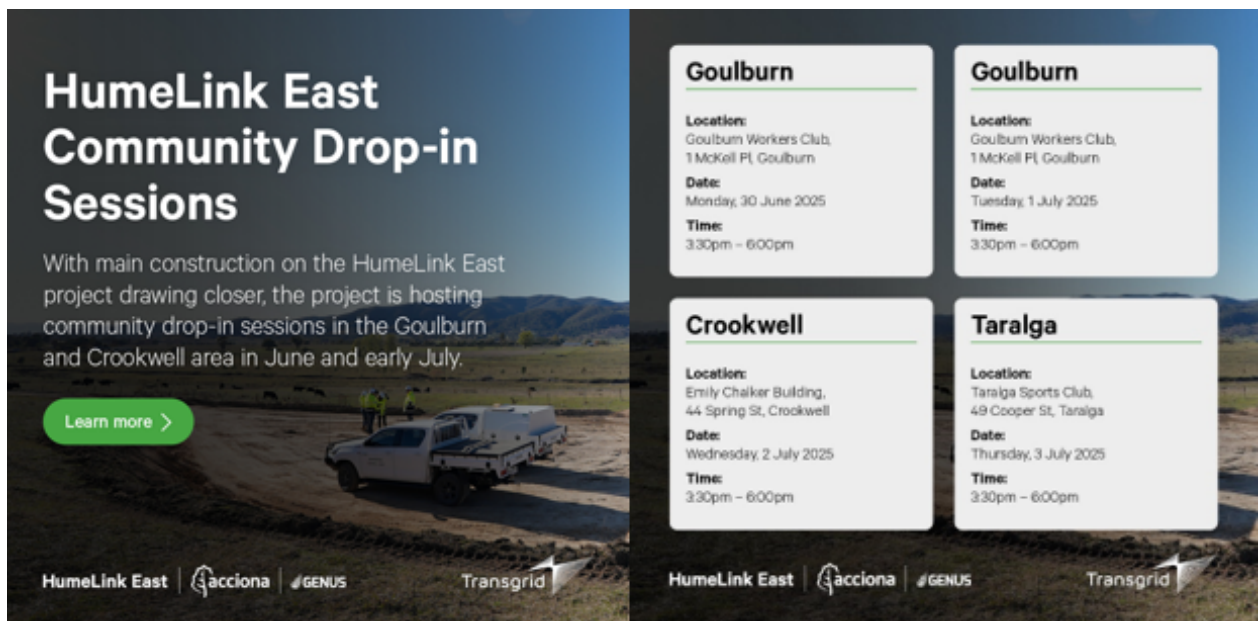
Hello, we wanted to let you know about some community drop-in sessions for HumeLink East happening next week in the Goulburn and Crookwell area.

The sessions will be an opportunity for the community to speak directly to members of the project team and learn about major construction work commencing in the region in July.

We will also provide an update on a proposal to house workers in Goulburn accommodation during construction.

You can also provide feedback to help further refine the Social Impact Management Plan for the project. This plan outlines how HumeLink East will manage and address local social impacts from the project during construction.

The times and details for the sessions are below – [you can also find more information here](#)



**HumeLink East
Community Drop-in
Sessions**

With main construction on the HumeLink East project drawing closer, the project is hosting community drop-in sessions in the Goulburn and Crookwell area in June and early July.

[Learn more >](#)

Location	Date	Time
Goulburn Goulburn Workers Club, 1 McKell Pl, Goulburn	Monday, 30 June 2025	3:30pm – 6:00pm
Goulburn Goulburn Workers Club, 1 McKell Pl, Goulburn	Tuesday, 1 July 2025	3:30pm – 6:00pm
Crookwell Emily Chalker Building, 44 Spring St, Crookwell	Wednesday, 2 July 2025	3:30pm – 6:00pm
Taralga Taralga Sports Club, 49 Cooper St, Taralga	Thursday, 3 July 2025	3:30pm – 6:00pm

HumeLink East | Acciona | GENUS | Transgrid

Newspaper ads

Ads to promote the SIMP sessions were placed in local print and online newspapers.

Goulburn Post: The ad below appeared in the print edition of the Goulburn Post on Saturday 28 June

HumeLink East Community Drop-in Sessions

With main construction on the HumeLink East project drawing closer, the project is hosting community drop-in sessions in the Goulburn and Crookwell area in June and early July.

The sessions will be an opportunity for the community to speak directly to members of the project team and learn about major construction work commencing in the region in July. We will also provide an update on a proposal to house workers in Goulburn accommodation during construction.

You can also provide feedback to help further refine the Social Impact Management Plan for the project. This plan outlines how HumeLink East will manage and address local social impacts from the project during construction.



Goulburn

Location: Goulburn Workers Club, 1 McKell Pl, Goulburn
Date: Monday, 30 June 2025
Time: 3:30pm – 6:00pm

Goulburn

Location: Goulburn Workers Club, 1 McKell Pl, Goulburn
Date: Tuesday, 1 July 2025
Time: 3:30pm – 6:00pm

Crookwell

Location: Emily Chalker Building, 44 Spring St, Crookwell
Date: Wednesday, 2 July 2025
Time: 3:30pm – 6:00pm

Taralga

Location: Taralga Sports Club, 49 Cooper St, Taralga
Date: Thursday, 3 July 2025
Time: 3:30pm – 6:00pm

HumeLink East |  | 

Transgrid 

Crookwell Gazette: Ads promoting the SIMP sessions were run on 24 June, 26 June and 1 July online.

[See online Crookwell Gazette ad here.](#)

HumeLink East Community Drop-in Sessions

With main construction on the HumeLink East project drawing closer, the project is hosting community drop-in sessions in the Goulburn and Crookwell area in June and early July.

The sessions will be an opportunity for the community to speak directly to members of the project team and learn about major construction work commencing in the region in July and to receive an update on the Woodhouselee worker accommodation facility in the Upper Lachlan.

You can also provide feedback to help further refine the Social Impact Management Plan for the project. This plan outlines how HumeLink East will manage and address local social impacts from the project during construction.



Goulburn

Location: Goulburn Workers Club,
1 McKell Pl, Goulburn

Date: Monday, 30 June 2025

Time: 3:30pm – 6:00pm

Goulburn

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Location: Emily Chalker Building,
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Date: Wednesday, 2 July 2025

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Taralga

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HumeLink East



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HumeLink East Community Drop-in Sessions

With main construction on the HumeLink East project drawing closer, the project is hosting community drop-in sessions in the Goulburn and Crookwell area in June and early July.

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Date: Monday, 30 June

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Crookwell

Location: Emily Chalker Building, 44 Spring St, Crookwell

Date: Wednesday, 2 July

Time: 3:30pm – 6:00pm

Goulburn

Location: Goulburn Workers Club, 1 McKell Pl, Goulburn

Date: Tuesday, 1 July

Time: 3:30pm – 6:00pm

Taralga

Location: Taralga Sports Club, 49 Cooper St, Taralga

Date: Thursday, 3 July

Time: 3:30pm – 6:00pm

Upper Lachlan Gazette: Ads were also run in the community weekly newspaper on 25 June and 2 July.

HumeLink East Community Drop-in Sessions

With main construction on the HumeLink East project drawing closer, the project is hosting community drop-in sessions in the Goulburn and Crookwell area in June and early July.

The sessions will be an opportunity for the community to speak directly to members of the project team and learn about major construction work commencing in the region in July and to receive an update on the Woodhouselee worker accommodation facility in the Upper Lachlan.

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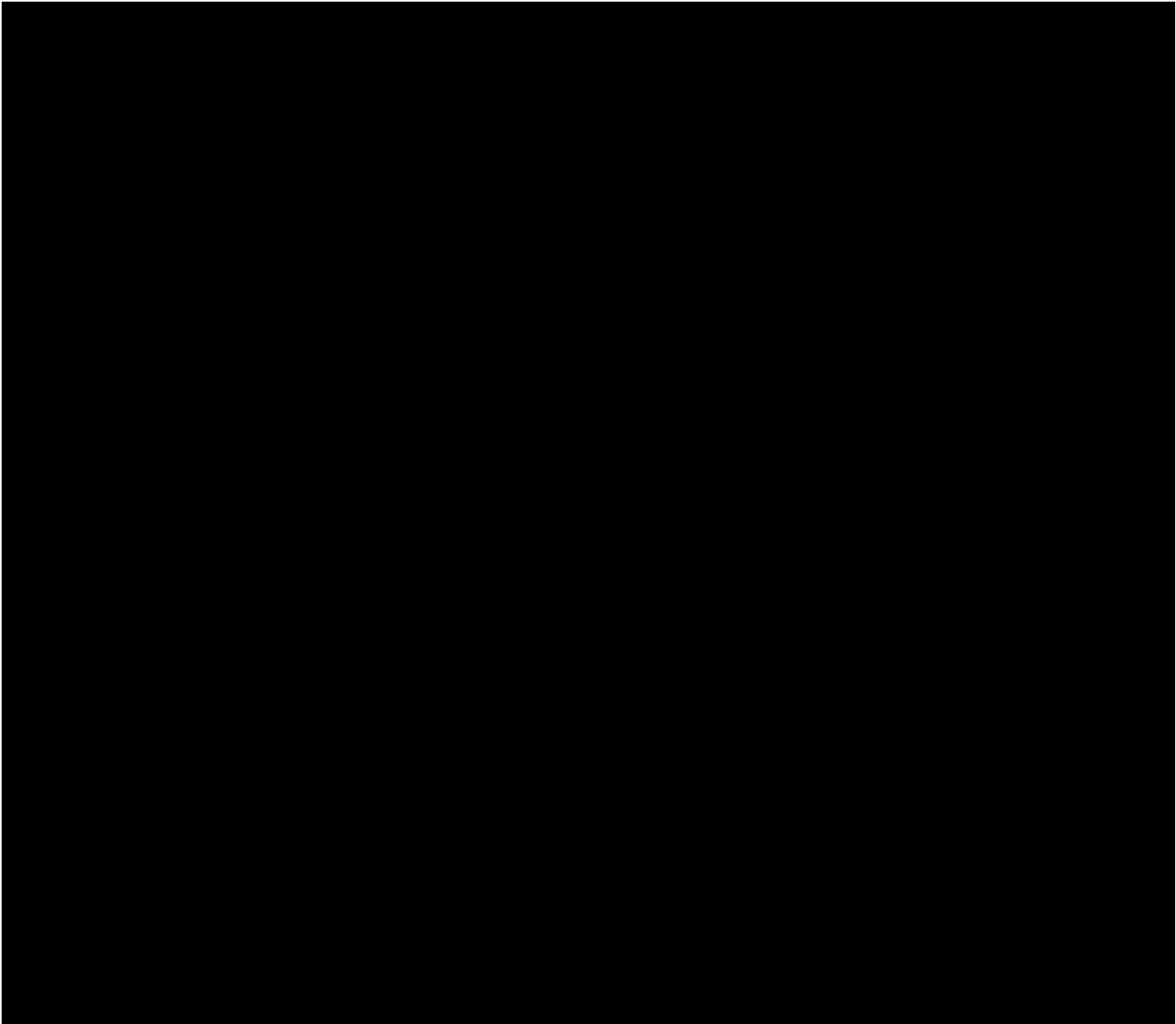
Fact Sheet

SIMP Sessions

The Community and Stakeholder team facilitated four SIMP Stage 2 Community Drop-in sessions

- Mon 30 June – Goulburn Workers Club
- Tues 1 July – Goulburn Workers Club
- Wed 2 July – Emily Chalker Building, Crookwell
- Thurs 3 July – Taralga Sports Club

Project Director [REDACTED] attended the session in Crookwell and was able to meet Upper Lachlan Shire Mayor Paul Culhane who attended and promoted the SIMP sessions on local radio.





HumeLink East



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HumeLink East Social Impact Management Plan Stage 2

Acknowledgement of Country



We would like to acknowledge all the traditional owners and custodians of the lands of the people who are joining us today through teams. We pay our respects to their Elders past, present and acknowledge the younger generation who will become our future leaders of our land.

We are committed to honouring Aboriginal and Torres Strait Islander people's living culture and spiritual relationships to the lands, skies, sea and water of our nation.

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Social Impact Assessment and Management Process

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Project Overview



The HumeLink project

The HumeLink project is divided into two separate parcels of work – HumeLink East and HumeLink West.

Our scope of work is the East corridor. CPB and UGL are the provider for HumeLink West.

Figure 1: HumeLink preferred route with division of HumeLink East and HumeLink West sections.

Engagement outcomes and purpose

- ❖ **Sense check Social Impacts:** Identify any new or specific impacts in your area since the original Social Impact Assessment (SIA) was approved.
- ❖ **Evaluate Mitigation Measures:** Gather feedback on proposed strategies and targets and explore opportunities to enhance them.
- ❖ **Promote Transparency:** Ensure open communication about how your input shapes project decisions.
- ❖ **Strengthen Community Ties:** Build trust and improve outcomes through ongoing stakeholder collaboration.

What is social impact?

Social Impact is about **people**. It focuses on understanding how a project, such as HumeLink, will affect the local community and the people living, working, and visiting those areas—both positively and negatively.

What is a Social Impact Management Plan (SIMP)

A SIMP outlines how a project will manage and minimise its impact on local communities. It includes:

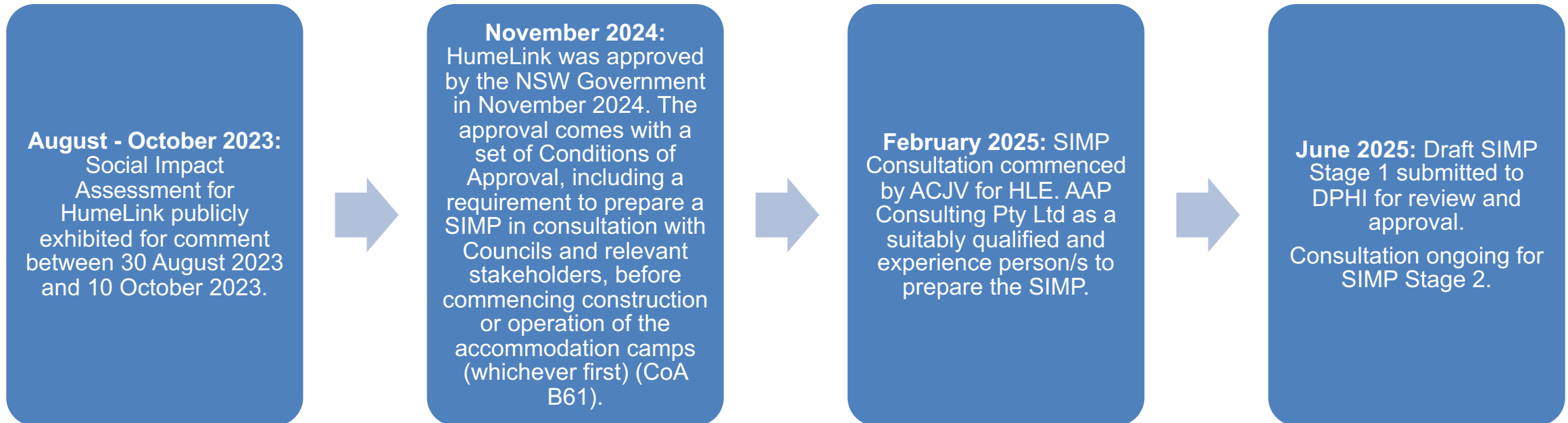
- **Identifying Social Impacts:** Understanding the positive and negative effects on people.
- **Engaging with Stakeholders:** Involving the community and affected groups.
- **Mitigation Strategies:** Reducing negative impacts (e.g., noise control, job support).
- **Monitoring and Reporting:** Tracking impacts and gathering community feedback.
- **Adaptive Management:** Adjusting the plan if new social issues arise.

The goal of the SIMP is to ensure the project benefits the community and minimises harm.

HumeLink East and history of Social Impact Assessment

The SIMP is being developed in two stages:

- ❖ **Stage 1:** addresses all construction works, excluding tower erection and conductor stringing works supported from the Crookwell Accommodation Facility. Consultation helped the drafting of the SIMP which is currently with DPHI for approval.
- ❖ **Stage 2:** will address **all** construction works.



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Stage 2 SIMP: proposed changes to workforce accommodation

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Changes since Approved Project

In the **Planning Approval Amendment Report**, a **300-bed workforce accommodation camp** was proposed at **Woodhouselee**, near Crookwell. It was intended to support construction activities over a **27-month period**, housing civil, substation, and transmission line crews.

Since that time, **HumeLink East has revised its construction delivery strategy** and re-assessed accommodation needs.

Key changes include a shift toward engaging **local subcontractors** to perform much of the civil construction work in this section of the project.

As a result, the need for a dedicated camp at Woodhouselee has significantly reduced:

- Capacity reduced by 47% (from 300 beds to 168 beds)
- Usage duration reduced by 78% (from 27 months to 6–9 months).

In summary, the camp is no longer proposed because:

- Construction strategy has been revised
- Local subcontractors will be used where possible
- Fewer workers are required, and for a shorter period.

Element	Planning Approval Amendment Report	Revised (Post-Amendment)
Camp capacity	300 workers	168 workers
Peak workforce	318 workers	168 workers
Peak duration	250-300 workers between March-Sept 2025	100-140 between June 2026 and February 2027
Construction work fronts	2	3
Use of local workers	Limited	Expanded (civil crews)
Accommodate crews	Civil crews, substation crews and transmission line crews	Transmission line crews

Proposal to accommodate workforce

Accommodation will be distributed across existing providers, including motels, hotels, apartments and private homes.

HumeLink East has worked closely with local businesses to secure workforce accommodation across the Goulburn and Upper Lachlan Shire areas, ensuring a low-impact, decentralised model that supports the local economy.

To date:

- 220 rooms secured in Goulburn
- 59 rooms secured in Crookwell and surrounding towns
- Each business has confirmed availability without disrupting regular operations, tourism, or special events
- Where providers gave a range (e.g. 10–15 rooms available), the lower number was used to ensure a conservative, reliable estimate.

Stage 2 SIMP: social impacts and management

Identified Social Impacts (likely or perceived)

- A decline in **tourism** to the social locality may result from reduced availability of short-term accommodation for tourists, due to occupancy by construction workers.
- **Housing** shortages and increased rental costs due to workforce demand.
- Changes to community cohesion due to an influx of temporary workers and potential impacts on local well-being.
- Temporary population increase may **strain local health services, emergency response, and community infrastructure**, particularly if workforce is not well-distributed or if peak demands coincide with local needs.
- The construction of multiple large projects over the same timeframe, creating a **cumulative shortage** of both short-term and long-term accommodation.

Impacts on Tourism

Social Impact	Mitigation and management measures	Key Targets	Desired outcomes
A decline in tourism to the social locality may result from reduced availability of short-term accommodation for tourists, due to occupancy by construction workers.	<ul style="list-style-type: none">Secure agreements with providers in advanceRegular interface meetings with councils to identify and mitigate adverse community impacts. Includes coordination to minimise vacancy shortfalls during special events. For example: Goulburn Lilac City Festival, Goulburn Rodeo. Goulburn Show, Hockey NSW Indoor Masters & State Championships , Crookwell Country Weekend , Binda Picnic Races and Condobolin ShowEncourage workforce integration by promoting temporary workforce spending in the community to boost local economy.Provide a feedback mechanism for tourism operators and accommodation providers to report issues.	<ul style="list-style-type: none">100% of major event periods (as identified with councils) protected through advance bookings or vacancy guaranteesZero complaints from temporary accommodation providers or tourism bodies relating to vacancy shortfalls due to the project during major tourist events.90% of providers involved in project-related accommodation agree their business needs were considered and respected	<ul style="list-style-type: none">The Project minimises impacts on temporary accommodation providers during major tourist events and peak seasons

Impacts to housing availability and affordability

Social Impact	Mitigation and management measures	Key Targets	Desired outcome
Housing shortages and increased rental costs due to workforce demand.	<ul style="list-style-type: none">• Prioritise use of commercial accommodation (motels/hotels) over residential rentals• Maintain a workforce accommodation register to track demand and avoid overlap with long-term rental market• Engage early with councils and housing providers to monitor any emerging pressures• Prioritise Local Employment: Collaborate with Workforce Australia, offer pre-employment training, and partner with TAFE NSW to provide training in high-demand areas.• Coordinate with local councils and tourist operators to manage potential housing pressures from multiple projects, including early bookings or formal agreements with accommodation providers if required.	<ul style="list-style-type: none">• 15% of the workforce are residents in the social locality, and the percentage in each LGA is greater than zero.• No reported shortages of housing shortage and increased rental costs due to construction of HLE.• Quarterly review with councils confirms no community complaints about housing displacement	<ul style="list-style-type: none">• The Project does not impact housing affordability and availability for locals.

Impacts on Community cohesion, safety, health and wellbeing

Social Impact	Mitigation and management measures	Key Targets	Desired outcomes
Changes to community cohesion due to an influx of temporary workers and potential impacts on local well-being	<ul style="list-style-type: none">• Spread workforce across multiple locations to avoid clustering• Regular community engagement, project updates and attendance at community events.• Cultural awareness training for workers.• Dedicated community liaison officer• Enforced code of conduct for worker behaviour.• Implementation of a Community Investment and Benefits Plan, informed by engagement with LGAs and stakeholder groups.	<ul style="list-style-type: none">• >80% of residents feel well-informed and maintain neutral/positive views on temporary workers.• At least two community projects funded or sponsored per calendar year.	<ul style="list-style-type: none">• Foster social cohesion and minimise conflicts by promoting positive interactions between temporary construction workers and residents, ensuring mutual understanding, trust, and a harmonious coexistence.

Access to social infrastructure and services (excl. accommodation)

Social Impact	Mitigation and management measures	Key Targets	Desired outcome
Strain on social infrastructure and services - Temporary population increase may strain local health services, emergency response, and community infrastructure , particularly if workforce is not well-distributed or if peak demands coincide with local needs	<ul style="list-style-type: none"> Spread workforce accommodation geographically to avoid pressure in any single locality Coordination with emergency services to ensure timely access during construction. Wellness programs for workers promoting preventative care and mental health support. Engagement with local suppliers and prioritisation of contracts with local businesses. Encouragement of workforce integration to boost the local economy. Implementation of a Community Investment and Benefits Plan, informed by engagement with LGAs and stakeholder groups. Partnerships with local mental health services to benefit both the construction workforce and landowners. 	<ul style="list-style-type: none"> 100% workforce participation in ≥ 1 wellness initiative/year Monthly emergency services meetings 80% complaints resolved within 24 hours 85% employee satisfaction of wellness programs Positive feedback from mental health partners 	<ul style="list-style-type: none"> The Project does not impact access to social infrastructure and services for locals The level of access for emergency services is not negatively affected by the Project

Cumulative social impacts from other nearby infrastructure projects

Social Impact	Mitigation and management measures	Key Targets	Desired outcomes
The construction of multiple large projects over the same timeframe, creating a cumulative shortage of both short-term and long-term accommodation	<ul style="list-style-type: none">Coordinate with other proponents and councils to share workforce projectionsParticipate in regional planning forums to identify peak overlap periodsUse a dynamic accommodation register to manage workforce distribution across LGAsPrioritise use of non-residential accommodation and reserve capacity during peak periods	<ul style="list-style-type: none">Accommodation register updated quarterly and shared with the relevant councils<ul style="list-style-type: none">15% of the workforce are residents in the social locality, and the percentage in each LGA is greater than zero.No recorded instances of displaced seasonal or tourism-related bookings due to workforce occupationFeedback from councils confirms perceived coordination with other project proponents	<ul style="list-style-type: none">Local and visiting communities continue to have fair access to housing and accommodation, even while multiple major projects are under construction.

HumeLink East Community Drop-in Sessions

With main construction on the HumeLink East project drawing closer, the project is hosting community drop-in sessions in the Goulburn and Crookwell area in June and early July.

The sessions will be an opportunity for the community to speak directly to members of the project team and learn about major construction work commencing in the region in July and to receive an update on the Woodhouselee worker accommodation facility in the Upper Lachlan.

You can also provide feedback to help further refine the Social Impact Management Plan for the project. This plan outlines how HumeLink East will manage and address local social impacts from the project during construction.

Goulburn

Location:

Goulburn Workers Club, 1 McKell Pl, Goulburn

Date:

Monday, 30 June

Time:

3:30pm – 6:00pm

Crookwell

Location:

Emily Chalker Building, 44 Spring St, Crookwell

Date:

Wednesday, 2 July

Time:

3:30pm – 6:00pm

Goulburn

Location:

Goulburn Workers Club, 1 McKell Pl, Goulburn

Date:

Tuesday, 1 July

Time:

3:30pm – 6:00pm

Taralga

Location:

Taralga Sports Club, 49 Cooper St, Taralga

Date:

Thursday, 3 July

Time:

3:30pm – 6:00pm



**Invitation to attend:
Social Impact Management Plan (SIMP) - Stage 2 Focus Groups for HumeLink East
Your Input is Essential**

On behalf of the HumeLink East Team, we would like to invite you to participate in a targeted stakeholder focus group as part of Stage 2 consultation for the HumeLink East Social Impact Management Plan (SIMP).

These focus groups will include updates on changes to the Woodhouselee worker accommodation facility in the Upper Lachlan, following the initial SIMP consultation held in March which covered construction activities.

The sessions are designed for key stakeholders to provide deeper insights into the social impacts of the project, mitigation measures, and ways to provide improved outcomes for the community.

Your contributions will help ensure that the SIMP reflects community and stakeholder priorities and meets the requirements of the Department of Planning, Housing and Infrastructure.

We value your insights and look forward to your contribution in shaping the HumeLink East project.

Focus Group Session Options:


- **Tuesday, 1 July** – 10:30am – 12:30pm - Goulburn Soldiers Club
- **Wednesday, 2 July** – 10:30am – 12:30pm - Emily Chalker Building, Crookwell

Please **register via the link below** to confirm your attendance and receive the presentation materials and survey link in advance.

Click here to register: [HumeLink East Stakeholder Consultation Registration Form](#)

If you're unable to attend in person, please still register and we will arrange a one-on-one follow-up via Microsoft Teams, at your convenience.

All presentation materials and links will be provided following the completion of registration.

*For more information, please contact the Community Information Line on **1800 317 367** or email *



HumeLink East Social Impact Management Plan (SIMP) STAGE 2

What is Social Impact?

Social Impact is about people. It focuses on understanding how a project, such as HumeLink, will affect the local community and the people living, working, and visiting those areas, both positively and negatively.

This brief survey aims to gather your thoughts and feedback to inform the HumeLink East Project's Social Impact Management Plan (SIMP) regarding workforce accommodation in the Goulburn Mulwaree and Upper Lachlan Shire Local Government Areas. Your responses will help us understand community views and refine our approach.

All information provided is confidential and only reported in an anonymous aggregate form. We may use specific quotes to highlight stakeholder sentiment, but these are never attributed to you personally.

* Required

Stakeholder Details - About You (optional)

1. Name

2. Organisation

3. Title / Position

4. Mobile

5. Email

6. Please select the region that applies to you. Please select at most 3 options. *

☐ Goulburn Mulwaree

☐ Upper Lachlan Shire

☐ Hilltops

☐ Yass Valley

☐ Cootamundra Gundagai

☐ Snowy Valleys

☐ Other

Familiarity

7. How familiar are you with the previously identified social impacts of the HumeLink Project? *

- ☐ Not at all familiar
- ☐ Somewhat familiar
- ☐ Very familiar

Section 2: Workforce Accommodation and Social Impacts

The approved project included a 300-bed workforce camp at Woodhouselee, near Crookwell, to operate for up to 27 months.

HumeLink East is now proposing **not to proceed** with this camp, based on a revised construction approach that uses more local subcontractors and requires fewer workers over a shorter period. As a result, the need for a dedicated camp at Woodhouselee has significantly reduced, with the required capacity decreasing by 47% (from 300 to 168 beds) and the usage duration by 78% (from 27 months to approximately 6–9 months).

Instead, the project proposes using existing motels, hotels, apartments, and short-stay options across Goulburn Mulwaree and Upper Lachlan to accommodate workers.

HumeLink East has worked closely with local businesses to secure workforce accommodation, ensuring a low-impact, decentralised model that supports the local economy.

So far, following consultation with accommodation providers, 220 rooms have been identified in Goulburn and 59 in Crookwell and surrounding areas.

Providers have confirmed this can occur without displacing tourists or regular bookings.

We'd like your views on this proposed approach and any potential impacts or improvements you'd like us to consider.

8. How appropriate do you think this approach is?

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

Very inappropriate

Very appropriate

9. Why have you given this rating? *

10. What types of impacts, if any, do you think this may have on the local area? *(Tick all that apply)*

	Yes	No	Unsure
Changes to social wellbeing and community cohesion due to workforce influx.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased demand on social services (e.g. healthcare, education, emergency services) due to project workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing shortages, rental price changes due to workforce influx.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changes to local tourism and economic opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cumulative impacts: Combined social impacts from other infrastructure projects in the region.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. If you selected 'other' please explain

12. What ideas or suggestions do you have to manage impacts or improve outcomes for your community? *

13. Any additional comments, suggestions, or concerns you wish to raise? *

This content is neither created nor endorsed by Microsoft. The data you submit will be sent to the form owner.

 Microsoft Forms

Fact sheet

HumeLink East Worker Accommodation Update

June 2025

What is HumeLink?

HumeLink is a new 500kV transmission line which will connect Wagga Wagga, Bannaby and Maragle. It is one of the state's largest energy infrastructure projects, with about 365 km of proposed new transmission lines, and new or upgraded infrastructure at four locations. To meet our future energy demands, Australia needs to transition to a greater mix of low-emission renewable energy sources, such as wind and solar. HumeLink will help to increase the amount of renewable energy that can be delivered across the national electricity grid to support this transition.

HumeLink East

Construction of the project will occur in two sections known as HumeLink East and HumeLink West. ACCIONA and Genus Infrastructure (NSW) Pty Ltd are delivering HumeLink East which includes expanding Transgrid's existing Bannaby 500 kV substation and the design and construction of 237 kilometres of 500 kV double circuit transmission lines from Bannaby to Wondalga.

Woodhouselee Worker Accommodation Update

In the Planning Approval Amendment Report for HumeLink East, a 300-bed workforce accommodation camp was proposed at Graywood Siding Road, Woodhouselee, near Crookwell.

This site, originally identified in the Environmental Impact Statement (EIS), was intended to support up to 300 workers for 27 months and facilitate activities such as concrete batching and helicopter access.

HumeLink East has revised its construction delivery strategy and re-assessed accommodation needs and the previously planned accommodation facility is no longer proposed.

Why is the Woodhouselee site no longer proposed?

As part of refinements to the project, HumeLink East is shifting towards engaging local subcontractors to perform much of the civil construction work in this section of the project.

As a result, the need for a dedicated camp at Woodhouselee has significantly reduced:

- Capacity reduced by 47% (from 300 beds to 168 beds)
- Usage duration reduced by 78% (from 27 months to 6–9 months)

In summary, the accommodation facility is no longer proposed because of changes to the construction strategy which will see local subcontractors used where possible, which means fewer outside workers are required, and for a shorter period.

What is proposed instead?

With the accommodation needs for the project now reduced significantly in the area, instead of establishing the Woodhouselee worker accommodation facility, the project is proposing to:

- Use dedicated worker accommodation at Adjungbilly and Yass, and
- house workers in existing motels, hotels, apartments, and short-stay rentals across Goulburn and Upper Lachlan.

HumeLink East has worked closely with local businesses to secure workforce accommodation across the Goulburn and Upper Lachlan Shire areas, ensuring a low-impact model that supports the local economy.

To date, the project has secured:

- 220 rooms in Goulburn
- 59 rooms in Crookwell and surrounding towns.

Each business has confirmed availability of rooms without disrupting regular operations, tourism, or special events.

How will Social Impacts be managed?

As part of the HumeLink EIS, a Social Impact Assessment (SIA) was undertaken to assess how the project may affect way of life, access, community cohesion, housing, culture and wellbeing.

A Social Impact Management Plan (SIMP) is being updated to reflect the revised approach to accommodation. The table below sets out how we plan to manage potential social impacts.

Impact Area	Potential Social Impact	Proposed Management Strategies
Tourism	Reduced availability of accommodation for visitors during peak events.	<ul style="list-style-type: none">• Secure agreements with providers in advance.• Regular interface meetings with councils to identify and mitigate adverse community impacts including coordination to minimise vacancy shortfalls during special events.• Encourage workforce integration by promoting temporary workforce spending in the community to boost local economy.• Provide a feedback mechanism for tourism operators and accommodation providers to report issues.
Impacts on Housing Availability and Affordability	Housing shortages and increased rental costs due to workforce demand.	<ul style="list-style-type: none">• Prioritise use of commercial accommodation (motels/hotels) over residential rentals.• Maintain a workforce accommodation register to track demand and avoid overlap with long-term rental market.

		<ul style="list-style-type: none"> • Engage early with councils and housing providers to monitor any emerging pressures. • Maximising local employment opportunities to reduce demand for temporary accommodation. • Collaboration with Workforce Australia and TAFE NSW for pre-employment training. • Coordinate with local councils and tourist operators to manage potential housing pressures from multiple projects, including early bookings or formal agreements with accommodation providers if required.
Impacts on Community Cohesion, Safety, Health, and Well-being	Changes to cohesion or amenity due to temporary workforce presence.	<ul style="list-style-type: none"> • Spread workforce across multiple locations to avoid clustering. • Regular community engagement, project updates and attendance at community events. • Cultural awareness training for workers. • Dedicated community liaison officer. • Enforced code of conduct for worker behaviour. • Implementation of a Community Investment and Benefits Plan, informed by engagement with LGAs and stakeholder groups.
Access to Social Infrastructure and Services	Strain on health, emergency and infrastructure services.	<ul style="list-style-type: none"> • Spread workforce accommodation geographically to avoid pressure in any single locality. • Coordination with emergency services to ensure timely access during construction. • Wellness programs for workers promoting preventative care and mental health support. • Engagement with local suppliers and prioritisation of contracts with local businesses. • Encouragement of workforce integration to boost the local economy. • Implementation of a Community Investment and Benefits Plan, informed by engagement with LGAs and stakeholder groups.

		<ul style="list-style-type: none"> Partnerships with local mental health services to benefit both the construction workforce and landowners.
Cumulative impacts	Overlapping projects increasing demand on accommodation and services.	<ul style="list-style-type: none"> Coordinate with other proponents and councils to share workforce projections. Participate in regional planning forums to identify peak overlap periods. Use a dynamic accommodation register to manage workforce distribution across LGAs Prioritise use of non-residential accommodation and reserve capacity during peak periods.

Community feedback

The HumeLink East project team is inviting your feedback on the HumeLink East Social Impact Management Plan – Stage 2. The survey should take no more than 10 minutes to complete. Responses will remain anonymous and are collected to help our delivery partners prepare an effective Social Impact Management Plan. To provide feedback, **access the survey via this QR code.**



Keeping you informed

We'll continue to keep you updated about the project and let you know of any work we're planning which might impact you.

If you have questions or concerns about any of the above, please contact our Community and Stakeholder Engagement team on **1800 317 367** or by emailing humelink@transgrid.com.au

Connect with us

Transgrid is committed to working with landowners and communities through the development of HumeLink. Please connect with us for more information.



1800 317 367 (free call)
humelink@transgrid.com.au

www.transgrid.com.au/humelink

Privacy statement: Transgrid recognises the importance of privacy and protecting the personal information it holds, uses and discloses in line with the Privacy Act. It is committed to protecting personal information and handling personal information responsibly and in accordance with its obligations.



OFFICE OF THE CHIEF EXECUTIVE OFFICER

Goulburn Mulwaree Council
Locked Bag 22
Goulburn NSW 2580
t (02) 4823 4444
e council@goulburn.nsw.gov.au
www.goulburn.nsw.gov.au

24 July 2025

[REDACTED]
HumeLink East
[REDACTED]

cc: [REDACTED]

Dear Carel

Subject: HumeLink East - Temporary Workforce Accommodation Strategy

Thank you for providing Goulburn Mulwaree Council with a copy of the proposed Temporary Workforce Accommodation Strategy for the HumeLink East Project.

The Workforce Accommodation Strategy details the accommodation of up to 168 members of the construction workforce using existing accommodation facilities within the Goulburn Mulwaree and Upper Lachlan Shire Local Government Areas (LGA). Council understands this will be used to accommodate the construction workforce rather than the Crookwell accommodation facility.

The proposed Workforce Accommodation Strategy is accepted by Council noting the following:

- Accommodation has been sought within the two LGAs to support the workforce
- The Workforce Accommodation Strategy would not have adverse impacts on housing affordability and availability for local residents, or on temporary accommodation providers during major tourist events and peak seasons.

Yours sincerely

[REDACTED]

Acting Chief Executive Officer

Phone (02) 4823 4486

Email council@goulburn.nsw.gov.au

Subject: FW: Upper Lachlan Shire and Goulburn Temporary Workforce Accommodation Plan
Date: Tuesday, 8 July 2025 at 11:33:36 am Australian Eastern Standard Time
From: [REDACTED]
To: [REDACTED]
Attachments: image001.png, image002.jpg, image003.png, image004.png, image005.jpg, HLE-AGJ-MGT-ALE-PLN-0000-00052_RevA.pdf



We value and promote diversity and acknowledge the Traditional Owners and Custodians of country throughout Australia and their connections to land, sea and community. We pay our respects to their Elders past, present and emerging and extend that respect to all First Nations people of Australia.

[REDACTED]
Operational Services Director
HumeLink East

Level 11, 35 Tumbalong Bvd
Haymarket, Sydney NSW 2000
[REDACTED]



From: [REDACTED]
Sent: Friday, July 4, 2025 11:17 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: Upper Lachlan Shire and Goulburn Temporary Workforce Accommodation Plan

Hello Marina,

Thank you for your email this week.

As requested, I have attached the *Upper Lachlan Shire and Goulburn Temporary Workforce Accommodation Plan* for your review. HumeLink East will also be providing the same Plan to Upper Lachlan Shire Council today for their consideration.

Please don't hesitate to reach out if you have any questions or need anything further.

Kind Regards

[REDACTED]



[REDACTED]
Operational Services Director
HumeLink East

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Level 11, 35 Tumbalong Bvd
Haymarket, Sydney NSW 2000
0439 044 261
emma.hassett@HumeLinkEast.com



From: [REDACTED]
Sent: Tuesday, July 1, 2025 4:28 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Draft Letter of Support

You don't often get email from [REDACTED] [Learn why this is important](#)
Hello [REDACTED]

I am emailing in response to your calls to [REDACTED] regarding a support letter regarding the support of your Accommodation Management strategy.

Our Council has received a presentation and the following email regarding this strategy. This is not a written strategy. A strategy is a controlled document, that is provided to all stakeholders ie all Council's however this has not occurred.

I also understand that [REDACTED] was in a Stakeholder Engagement meeting with you today and has also provided you with these points as well as some of our concerns.

While the presentation provided to Council was informative, this was high level and not specifically an accommodation strategy.

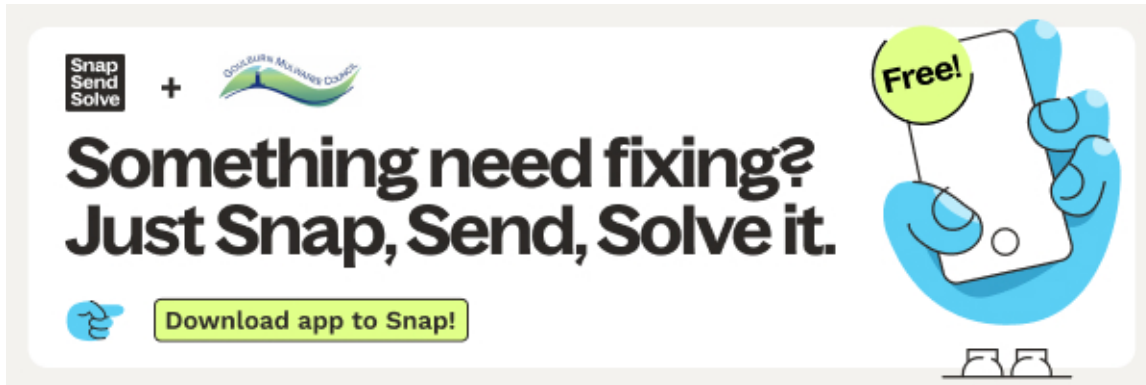
I understand that you have found the accommodation that you require, however with all the other projects proposed for this area, accommodation for Goulburn will need to be managed hence the suggestion of other sources of accommodation eg Air B&Bs.

To gain Council support, we need to be clear on what we are providing support for.

[REDACTED] have been copied into this email.

Thanks

Regards



Goulburn Mulwaree Council acknowledge the traditional custodians of the land where the Goulburn Mulwaree Local Government operates today and pay our respects to Elders past, present and emerging.

From: [REDACTED]
Sent: Wednesday, 25 June 2025 3:02 PM
To: [REDACTED]
Subject: RE: Draft Letter of Support

Hi [REDACTED]

Thank you for your email.

The proposed worker accommodation strategy is to accommodate the construction workforce within existing accommodation facilities within the Goulburn Mulwaree and Upper Lachlan Shire LGAs, instead of constructing an accommodation camp at Crookwell. Accommodation would be required for 168 persons (at peak), with an average occupancy of 100 to 140 persons, between June 2026 and February 2027. The attached histogram displays the expected occupancy during this period.

In support of the above strategy, AGJV have identified and contacted appropriate accommodation service providers / businesses within the Goulburn Mulwaree and Upper Lachlan Shire LGAs to gauge individual business interest in housing the workforce. Table 1 and Table 2 attached lists each business that has agreed to accommodate the construction workforce and how many rooms they are able to provide each week. These tables were provided in the presentation to Council but have been updated to include available amenities. All proposed accommodation facilities are dedicated commercial accommodation facilities including hotel, motel and caravan park accommodation providers that operate under development consents.

AGJV has ensured that the available accommodation exceeds the number of rooms required to allow for flexibility in bookings should certain accommodation facilities already be close to, or at capacity, due to local events or school holiday periods. Where a business has indicated a range of available rooms (i.e., 10-15 rooms per week) the lower number has been used to calculate availability. At the time of writing, a total of 220 rooms have been offered in Goulburn and a further 59 rooms in the Upper Lachlan Shire Council. Food and/or catering facilities, and fitness and recreational facilities would either be available on site or near the accommodation locations.

We trust the above and attached provides sufficient evidence to demonstrate that ample accommodation has been sourced within the Goulburn LGA to support the construction workforce. Please do not hesitate to get in touch if you require further clarity or information.

Regards

[REDACTED]



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[REDACTED]
Operational Services Director
HumeLink East

Level 11, 35 Tumbalong Bvd
Haymarket, Sydney NSW 2000
[REDACTED]



From: [REDACTED]
Sent: Tuesday, June 24, 2025 12:03 PM
To: [REDACTED]
Subject: RE: Draft Letter of Support

Good morning [REDACTED]

Thanks for your call this morning.

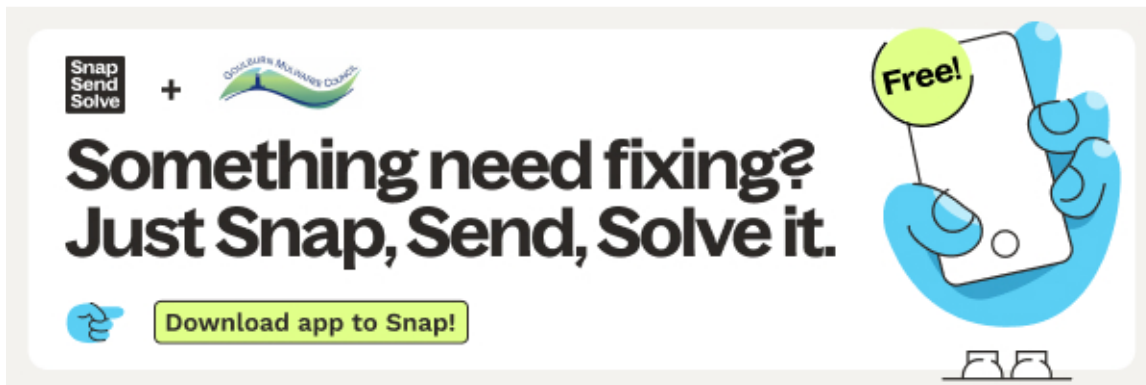
Are you able to provide me with the accommodation plan for the project. This has been requested by my Acting Chief Executive Officer [REDACTED].

Regards



[REDACTED]
Office Manager to Mayor & Chief Executive Officer
[REDACTED]
www.goulburn.nsw.gov.au
Locked Bag 22 | Goulburn NSW 2580





Goulburn Mulwaree Council acknowledge the traditional custodians of the land where the Goulburn Mulwaree Local Government operates today and pay our respects to Elders past, present and emerging.

From: [REDACTED]
Sent: Wednesday, 11 June 2025 12:39 PM
To: [REDACTED]
Subject: Draft Letter of Support

Hi [REDACTED]

Thanks again for arranging the briefing session last night – and bringing it forward from the previous date. As discussed at the session, please find a draft letter of support for consideration of Council. Of course, the attached is only suggested wording.

I understand that A/CEO [REDACTED] and [REDACTED] (HumeLink East PD) discussed this letter, with a view that the project may receive a signed letter from the Council confirming support.

I will give you a quick call today too, just to check if you needed more information from me on above and attached.

Kind Regards

Emma



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[REDACTED]
Operational Services Director

HumeLink East

Level 11, 35 Tumbalong Bvd
Haymarket, Sydney NSW 2000



Subject: FW: Upper Lachlan Shire and Goulburn Temporary Workforce Accommodation Plan
Date: Tuesday, 8 July 2025 at 11:33:41 am Australian Eastern Standard Time
From: [REDACTED]
To: [REDACTED]
Attachments: image001.png, image002.jpg, HLE-AGJ-MGT-ALE-PLN-0000-00052_RevA.pdf



We value and promote diversity and acknowledge the Traditional Owners and Custodians of country throughout Australia and their connections to land, sea and community. We pay our respects to their Elders past, present and emerging and extend that respect to all First Nations people of Australia.

[REDACTED]
Operational Services Director

HumeLink East

Level 11, 35 Tumbalong Bvd
Haymarket, Sydney NSW 2000
[REDACTED]



From: [REDACTED]
Sent: Friday, July 4, 2025 11:33 AM
To: [REDACTED]
Cc: [REDACTED]

Subject: Upper Lachlan Shire and Goulburn Temporary Workforce Accommodation Plan

Hello [REDACTED]

Please find attached the *Upper Lachlan Shire and Goulburn Temporary Workforce Accommodation Plan* for Council's review.

HumeLink East has also provided this Plan to Goulburn Mulwaree Council today, and we felt it was equally important to share it with Upper Lachlan Shire Council for your consideration.

Additionally, we've clarified a few points regarding accommodation in Upper Lachlan that we understand required further detail—please see Section 3.1 of the Plan.
Please don't hesitate to reach out if you have any questions or need anything further.

Kind Regards
[REDACTED]

Key Stakeholder Consultation – Social Impact Management Plan HumeLink East

Date	01/07/2025
Location	Goulburn Soldiers Club, Goulburn
Session Open	10:30am
Session Close	12:30pm

Facilitator & HumeLink East Attendees

Name	Role	Company
	Facilitator & Consultant on Social Impact Management Plan (SIMP)	AAP Consulting
	Operational Services Director	Acciona Genus Joint Venture (AGJV)
	Aboriginal Participation Manager	Acciona Genus Joint Venture (AGJV)
	Place Manager	Acciona Genus Joint Venture (AGJV)
	Community Administrator	Acciona Genus Joint Venture (AGJV)

Stakeholder Attendees

	Dept of Primary Industries & Regional Development
	Premiers Department (online)
	Regional Development Australia Southern NSW & ACT (online)
	Goulburn Mulwaree Council
	Capital Region Local Jobs Program
	Tafe NSW
	SERVICE NSW
	Regional Development Australia Southern NSW & ACT
	RAMHP NSW Health

Item	Comments	Actions for SIMP Stage 2 / Consistency Assessment
1.	Welcome and introductions – (AP)	
2.	Acknowledgement of Country – (LM)	
3.	Short project overview and context - (EH) <ul style="list-style-type: none"> - Provided a brief summary of the HumeLink East project and the rationale behind SIMP Stage 2. - Described the proposed change: removal of the approved Crookwell accommodation facility (AC06) and use of existing accommodation options in Goulburn and Upper Lachlan LGAs. - Confirmed that the peak workforce has been revised down from 300 to 168 workers, with accommodation sourced from hotels, motels, Airbnbs, and cabin parks. 	
4.	Purpose of SIMP – (AP)	

	<ul style="list-style-type: none"> - Discussion on SIMP's purpose and history of Social Impact Assessment (SIA) and the proposed change being considered in SIMP Stage 2 and also the accompanying Consistency Assessment. <p>Stakeholder question: What happens if the targets are being met?</p> <ul style="list-style-type: none"> - AP spoke to the adaptive nature of the SIMP process, and how if targets are met, the project will need to respond. Suggested improvement to SIMP Stage 2 and project overview: Include familiarity around how the SIMP is reviewed and talk to the cyclical nature of construction. 	<p>Include familiarity around how the SIMP is reviewed and talk to the cyclical nature of construction.</p>
5.	<p>Review of Key Social Impact Areas</p> <ul style="list-style-type: none"> - AP provided overview of social impact areas and structure of discussions. 	
6.	<p>Social Impact Area: Impacts on Tourism: <i>A decline in tourism to the social locality may result from reduced availability of short-term accommodation for tourists, due to occupancy by construction workers.</i></p> <p>Stakeholder feedback:</p> <ul style="list-style-type: none"> • Typographical correction: "Condobolin" incorrectly listed as an event location; HLE acknowledged and will remove. • Local accommodation serves multiple visitor types: <i>weekend tourists, weekday workers, and grey nomads</i>. Operators often do not consider long-term displacement. • 28 State Significant Projects are in various stages across the region, creating cumulative strain on tourism infrastructure. • Request for clarification: Conflicting figures regarding workforce accommodation numbers (beds vs rooms); EH to follow up with Goulburn-Mulwaree Council. <p>Suggested updates or additions to mitigation measures by stakeholders:</p> <ul style="list-style-type: none"> • Fund a local coordination role (modelled on Orange360) for accommodation and event scheduling. • Consider AirBNBs in diversity of accommodation facilities. • Coordinate with councils to avoid clashes with major events. This includes the Raceway events and the localised understanding of what is happening in the area. Look at different strategies to address the weekday visitor economy (workers/grey nomads) versus the weekend and major events visitor economy • Secure bookings early, particularly during local events (e.g. Raceway). • Develop dual strategies for weekday vs weekend visitor demand. 	<p>Remove reference to Condobolin in slide packages.</p> <p>Investigate and respond to suggested mitigation measures in the SIMP Stage 2 and CA.</p>

	<ul style="list-style-type: none"> Set up a feedback mechanism for tourism operators. Maintain regular communication with tourism providers regarding workforce projections and adjustments. SIMP should link local employment strategy to housing relief—i.e. more local hires = fewer housing impacts. 	
7.	<p>Social Impact Area: Impacts to housing availability and affordability: <i>Housing shortages and increased rental costs due to workforce demand.</i></p> <p>Stakeholder feedback:</p> <ul style="list-style-type: none"> Housing stress for vulnerable residents noted; recommended separating monitoring of rental price pressure and availability shortages. One stakeholder noted that in Crookwell, the market has been affected by the Crookwell 3 Wind Farm, where displacement of long-term residents led to increased property values and persistent vacancy rate fluctuations. This underscores the importance of understanding localised market sensitivities. Preference for short-term accommodation usage, over long term accommodation usage. Questions raised about whether “168” refers to beds or rooms. This should be communicated consistently. SIMP should link local employment strategy to housing pressure—i.e. more local hires = fewer housing impacts. <p>Suggested updates or additions to mitigation measures by stakeholders:</p> <ul style="list-style-type: none"> Prioritise commercial accommodation over residential rentals. Monitor short-term vs long-term market usage. Work with councils to track emerging stress points. Replace quarterly monitoring with more frequent pulse checks, especially during the 9-month peak period. Provide early-stage workforce mobilisation reviews to enable rapid adaptive response. 	<p>Ensure 168 refers to beds throughout all communications to remove confusion.</p> <p>Ensure SIMP demonstrates nexus to local hires and housing impacts clearly.</p> <p>Investigate and respond to suggested mitigation measures in the SIMP Stage 2 and CA.</p>
8.	<p>Social Impact Area: Impacts on Community cohesion, safety, health and wellbeing: <i>Changes to community cohesion due to an influx of temporary workers and potential impacts on local well-being</i></p> <p>Stakeholder feedback:</p> <ul style="list-style-type: none"> Workforce presence and movement patterns: Stakeholders questioned the scale and frequency of drive-in/drive-out (DIDO) arrangements and how workers would be transported. It was noted 	

	<p>that construction rosters typically operate on a three weeks on / one week off cycle, with overlapping schedules.</p> <ul style="list-style-type: none"> - Perceptions of high-visibility workwear: Feedback from stakeholder was that some community members expressed discomfort with the presence of workers wearing high-vis clothing in public spaces, particularly in hospitality venues. A suggestion was made for workers to avoid wearing high-vis clothing in town centres, especially when socialising after hours, to reduce perceived impacts on local amenity and social cohesion. - Blue vs white-collar accommodation: It was clarified that the accommodation strategy relates primarily to blue-collar construction workers, not white-collar or supervisory staff. <p>Suggested updates or additions to mitigation measures by stakeholders:</p> <ul style="list-style-type: none"> - Minimise workforce visibility where practical, including guidelines around workwear in public spaces. - Continue monitoring community sentiment around social cohesion and workforce presence. 	<p>Investigate and respond to suggested mitigation measures in the SIMP Stage 2 and CA.</p>
9.	<p>Social impact: Access to social infrastructure and services (excl. accommodation): <i>Strain on social infrastructure and services - Temporary population increase may strain local health services, emergency response, and community infrastructure, particularly if workforce is not well-distributed or if peak demands coincide with local needs</i></p> <p>Stakeholder feedback:</p> <ul style="list-style-type: none"> - Closure of urgent care services in Goulburn (yesterday) will increase pressure on remaining facilities. They couldn't service the Urgent Care Service. Couldn't get enough staff. - Existing mental health capacity is low across the region. - Digital service access and mobile coverage already strained; construction workforce will further stress infrastructure. The removal of purpose-built accommodation facilities has shifted the demand for digital connectivity (e.g. internet and mobile services) to the general community network. Stakeholders reported that local bandwidth is already at capacity, and the additional strain from workers using hotels and motels (rather than an integrated camp network) could worsen service levels. It was noted that Transgrid has committed to a \$9 million telecommunications upgrade in partnership with Telstra (Won't mitigate construction impacts). In addition, HLE uses services such as Starlink and satellite-based systems to reduce the workforce's reliance on local infrastructure. Acknowledged the concern around digital connectivity. 	

	<ul style="list-style-type: none"> - Health access and service strain: It was suggested that all non-resident workers should have access to dedicated medical support, such as telehealth GPs, to minimise strain on local health providers and improve workforce wellbeing. <p>Suggested updates or additions to mitigation measures by stakeholders:</p> <ul style="list-style-type: none"> - Distribute workforce to limit localised pressure. - Work proactively with emergency service providers. - Extend wellbeing programs and telehealth access to entire workforce. - Add dedicated provisions in the SIMP to manage digital service impacts and ensure worker access to independent medical care. - Provide workforce access to independent telecommunications and telehealth solutions 	<p>Investigate and respond to suggested mitigation measures in the SIMP Stage 2 and CA.</p>
10.	<p>Social impact: Cumulative social impacts from other nearby infrastructure projects: <i>construction of multiple large projects over the same timeframe, creating a cumulative shortage of both short-term and long-term accommodation</i></p> <p>Stakeholder comments:</p> <ul style="list-style-type: none"> - Stakeholders emphasised the value of a dedicated coordination role or body to oversee workforce planning and mitigate cumulative impacts across projects and LGAs. - One stakeholder suggested this role could be supported or facilitated by organisations such as CRJO or RDA, or through a new standalone entity. - It was noted that at least eight competing major projects are planned or underway during the workforce construction window specific to this area, and that a coordinated approach could enable better management of timing (e.g. “stop-go” scheduling to ease demand). - The Orange360 model was cited as a useful precedent for workforce and accommodation coordination in regional areas. <p>Suggested updates or additions to mitigation measures by stakeholders:</p> <ul style="list-style-type: none"> - Share workforce forecasts and accommodation demand projections with councils, RDAs, and other project proponents. - Maintain and contribute to a shared, dynamic accommodation register across LGAs. - HumeLink should consider funding or co-funding a regional coordination role or system (either embedded in an existing body or established as a new initiative) to proactively manage cumulative social and workforce impacts across affected LGAs. 	<p>Investigate and respond to suggested mitigation measures in the SIMP Stage 2 and CA.</p>

	<p>Other (Anything we haven't discussed, or we may have missed)</p> <ul style="list-style-type: none"> - Transport and parking concerns raised—need for better planning around vehicle use and public space impacts in and around Goulburn civic centre. Workers can park elsewhere. This can be investigated directly with community engagement team. - Increased local traffic between Goulburn and the site (worker commuting). Removing AC06 increases inter-town travel by workers (e.g. commuting from Goulburn to sites near Crookwell), which may create new or intensified traffic safety issues or demand, also need to look at any impacts to bus routes etc. - Crime & Safety: Include strategies to manage potential increases in antisocial behaviour. 	<p>HLE Community Engagement Team to respond to this concern directly.</p> <p>Identify as potential change in impact resulting from the proposed change due to change in 'extent' of previously assessed impact.</p> <p>Ensure nexus between SIMP Stage 2, the proposed change and previous SIMP response to antisocial behaviours.</p>
11.	<p>Next Steps</p> <ul style="list-style-type: none"> - Update the SIMP draft to reflect feedback and circulate for further review. - Use consultation outcomes to inform the consistency assessment for accommodation changes. - Share additional materials (e.g. histograms, emergency services info) with stakeholders. 	<p>Share SIMP 2 with stakeholders.</p>
12.	<p>Session close 12:30pm</p>	

APPENDIX H: UPPER LACHLAN SHIRE AND GOULBURN TEMPORARY WORKFORCE ACCOMMODATION PLAN

HumeLink East



Upper Lachlan Shire and Goulburn Temporary Workforce Accommodation Plan

HLE-AGJ-MGT-ALE-PLN-0000-00052 | Rev B

DOCUMENT CONTROL

APPROVAL AND AUTHORISATION

	Name	Date
Prepared By:		4/7/25

DOCUMENT STATUS

Revision History				
Rev:	Date:	Pages:	Revised By:	Description:
Rev A	4/7/25	All		Draft for Council review
Rev B	14/7/25	All		Draft for Council review

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TERMS AND DEFINITIONS

Abbreviations	Expanded text
AGJV	Acciona Genus Joint Venture
CoA	Conditions of Approval
CSSI	The Critical State Significant Infrastructure, as described in Schedule 1, the carrying out of which is approved under the terms of the SSI 36656827 approval
EIS	Environmental Impact Statement
kV	Kilovolt
LGA	Local Government Area
NEM	National Electricity Market
NSW	New South Wales
Project, the	HumeLink East Project
REINSW	Real Estate Institute of New South Wales
Secretary	Secretary of the NSW Department of Planning and Environment or nominee, whether nominated before or after the date on which this approval was granted
SIMP	Social Impact Management Plan

1. INTRODUCTION

1.1 BACKGROUND AND PROJECT DESCRIPTION

The overall HumeLink project includes the construction and operation of around 365 kilometres of new 500 kilovolt (kV) electricity transmission lines, substations, permanent and temporary access tracks and roads, and ancillary facilities. The HumeLink project is being delivered under two separate Contract Packages - HumeLink East and HumeLink West. HumeLink East and HumeLink West will join and integrate together to form HumeLink, and enable the overall project to operate safely, reliably and efficiently as part of Transgrid's network and the National Electricity Market (NEM) as a whole.

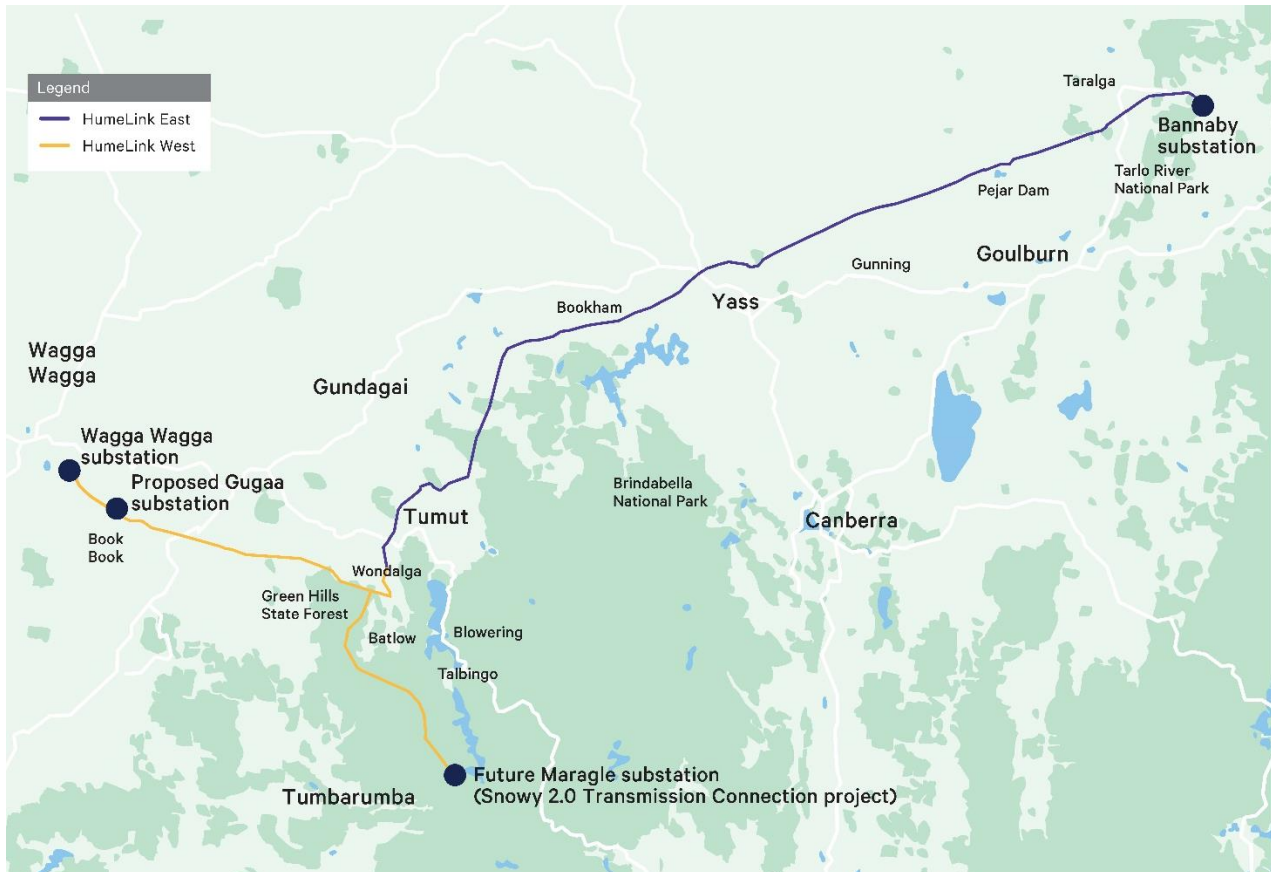


Figure 1 Indicative High-Level Scope of HumeLink East and HumeLink West

The HumeLink project includes the following key components:

- Construction and operation of around 365 kilometres of new double circuit 500 kV transmission lines and associated infrastructure between Wagga Wagga, Bannaby and Maragle
- Construction of a new 500/330 kV substation at Gregadoo (Gugaa 500 kV substation) approximately 11 kilometres south-east of the existing Wagga 330/132 kV substation (Wagga 330 kV substation)
- Demolition and rebuild of a section of Line 51 (around two kilometres in length) as a double circuit 330 kV transmission line connecting into the Wagga 330 kV substation
- Modification of the existing Wagga 330 kV substation and Bannaby 500/330 kV substation (Bannaby 500 kV substation) to accommodate the new transmission line connections
- Connection of transmission lines to the future Maragle 500/330 kV substation (Maragle 500 kV substation, approved under the Snowy 2.0 Transmission Connection Project (SSI-9717))
- Telecommunications connections to existing substations
- Establishment of new and/or upgraded temporary and permanent access tracks
- Ancillary works required for construction of the HumeLink project such as construction compounds, worker accommodation facilities, utility connections and/or relocations, brake and winch sites, and helipad/helicopter support facilities.

NSW approval of the Project (SSI-36656827) was received on 13 November 2024 and Commonwealth approval (EPBC 2021/9121) was received on 18 December 2024.

Acciona Genus Joint Venture (AGJV) have been appointed to deliver the construction of HumeLink East (the Project).

1.2 CONTEXT TO CROOKWELL ACCOMMODATION FACILITY AND COMPOUND (AC06)

The Crookwell accommodation facility and compound (AC06) (the facility) was intended to support transmission line construction. The approved location for AC06 is off Graywood Siding Road in the Upper Lachlan Shire Local Government Area (LGA), as shown in Figure 2. Since AC06 is located adjacent to the Goulburn Mulwaree LGA, the study area for this plan includes both the Upper Lachlan Shire and Goulburn Mulwaree LGAs.

1.2.1 CONSTRUCTION WORKERS AND ACTIVITIES RELEVANT TO AC06 DURING THE EIS PHASE

Construction jobs in the area were expected to be associated with a range of on and off-site activities. Generally, the workers in the area were broadly grouped into the following work crews:

- Civil crews:
 - Site Establishment – Establishing a construction compound at AC06 (excluding the accommodation facility)
 - Civil Access – Establishing access to each tower pad
 - Civil Pads – Establishing the tower pads
 - Hurdles – Establishing hurdles
- Substation crew – Modifying the existing Bannaby substation
- Transmission line crews:
 - Towers – Construction of the towers
 - Stringing – Stringing conductors between the towers.

1.2.2 AMENDMENT REPORT PHASE

AC06 was previously a construction compound for the Crookwell 3 Wind Farm. AC06 was proposed to accommodate approximately 300 workers during peak construction.

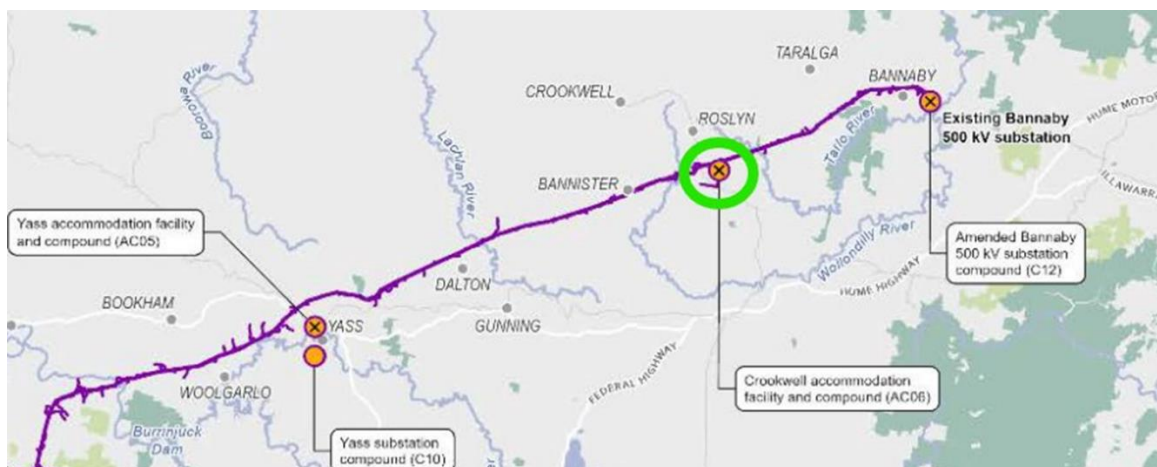


Figure 2 Location of the Crookwell accommodation facility and compound (AC06) in the Amendment Report

The need for AC06 was identified during the development of the Amendment Report for the Project. To achieve the Project completion date, AGJV required three accommodation camps (at Crookwell, Yass and Adjunbilly) for the following reasons:

- To progress construction on two work fronts, both from east to west, the first commencing from Bannaby to Yass and the second from Yass to Wondolga. Refer to Figure 3 below.



Figure 3 Amendment Report Phase Program

- The Bannaby to Yass workforce was the major critical path for the Project and therefore AGJV had planned to mobilise AC06 to accommodate:
 - Civil crews (self-perform)
 - Substation crews
 - Transmission line crews
- This resulted in the requirement for an approximate 300-person capacity accommodation facility for a period of 12 months
 - The peak occupancy would have been 318
 - The average peak was between 250-300 between March 2025 and September 2025.

Refer to Figure 5 for a histogram of the proposed AC06 occupation at this phase.

1.2.3 POST AMENDMENT REPORT PHASE

The assumptions made in the Amendment Report remained valid until the second half of 2024. Since then, property acquisition and site access delays in the Bannaby area of the Project (the eastern most area) have meant that in order to maintain a best for project timeframe for the completion of construction works, AGJV have been required to revise the construction approach and sequencing for delivery. This has resulted in the Project being delivered commencing on the western extent of the project, to allow additional time to resolve matters related to property acquisition and associated site access at the eastern end of the Project. In turn, this has provided an opportunity for AGJV to reconsider the construction delivery strategy and the worker accommodation requirements. This revised delivery strategy is shown in Figure 4.

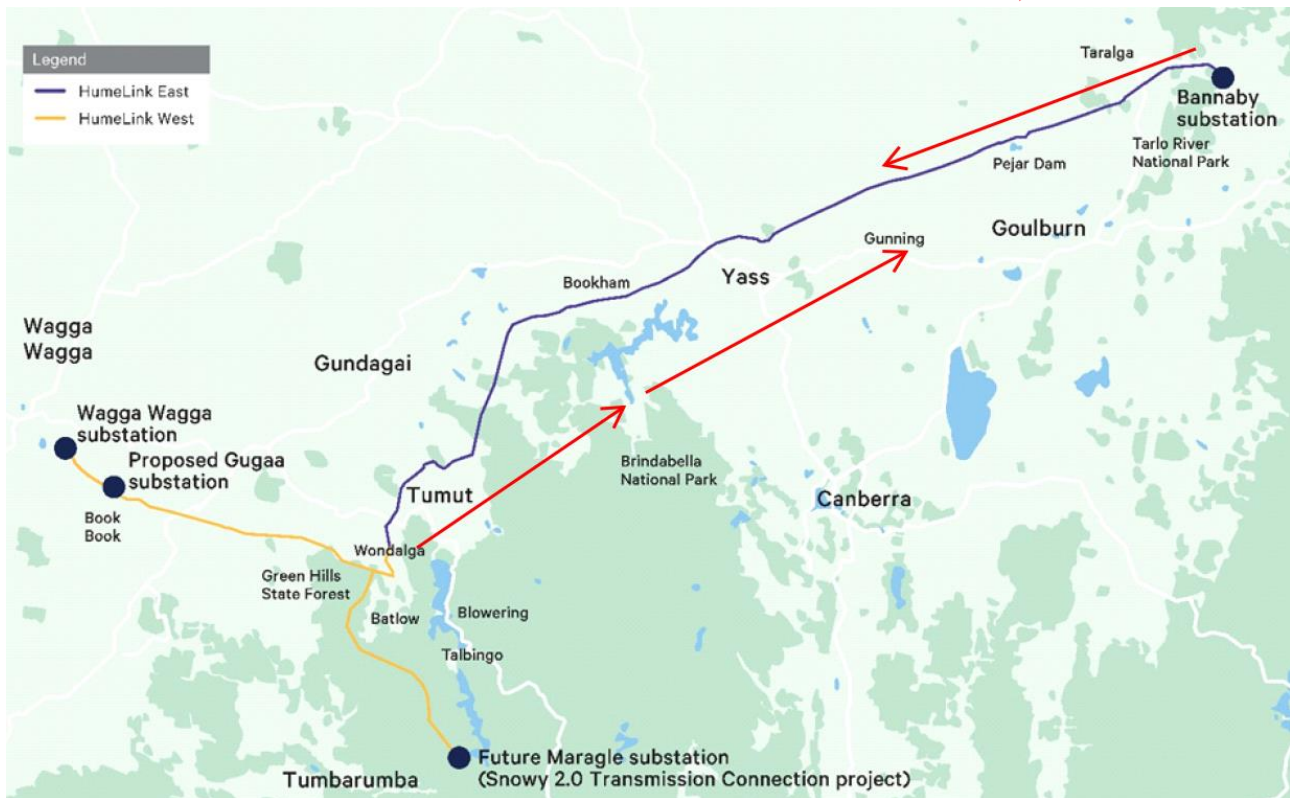


Figure 4 Post Amendment Report Phase Program

The revised construction approach has resulted in the following:

- A revised delivery strategy for civil works to reduce the risk of critical path items. This revised strategy has allowed for AGJV to further engage with the local subcontractor market. As a result, AC06 is now required to accommodate transmission line crews only as the local civil subcontract market has been assessed to meet the projects requirements.
- A reduced capacity accommodation facility with an anticipated peak construction period of approximately 9 months:
 - The peak occupancy would be 168
 - The average peak would be between 100-140 between June 2026 and February 2027.

Refer to Figure 6 for a histogram of the proposed AC06 occupation at this phase.

As a result, there is a reduction in the accommodation needed at this location (AC06), both in terms of capacity (47% reduction) and duration of use (8% reduction), as demonstrated in Figure 5 and Figure 6.

Generally, the workers to be accommodated in this revised strategy are:

- Transmission line crews:
 - Towers – Construction of the towers
 - Stringing – Stringing conductors between the towers.

In addition to the above, AC06 was previously a construction compound for the Crookwell 3 Wind Farm and is now located in close proximity to operational (or soon to be operational) wind turbines. Condition of Approval (CoA) B59(g) requires the Accommodation Camp Management Plan for AC06 to include a blade throw risk assessment and to detail any mitigation measures. A blade throw risk assessment has been undertaken which determined that the location of AC06 presents a high level of risk for an accommodation facility in the unlikely event that a wind turbine collapses, or a blade throw event occurs. As such, AC06 is not a suitable site to use as an accommodation camp and an alternative accommodation strategy is required.

AMENDMENT REPORT PHASE HISTOGRAM

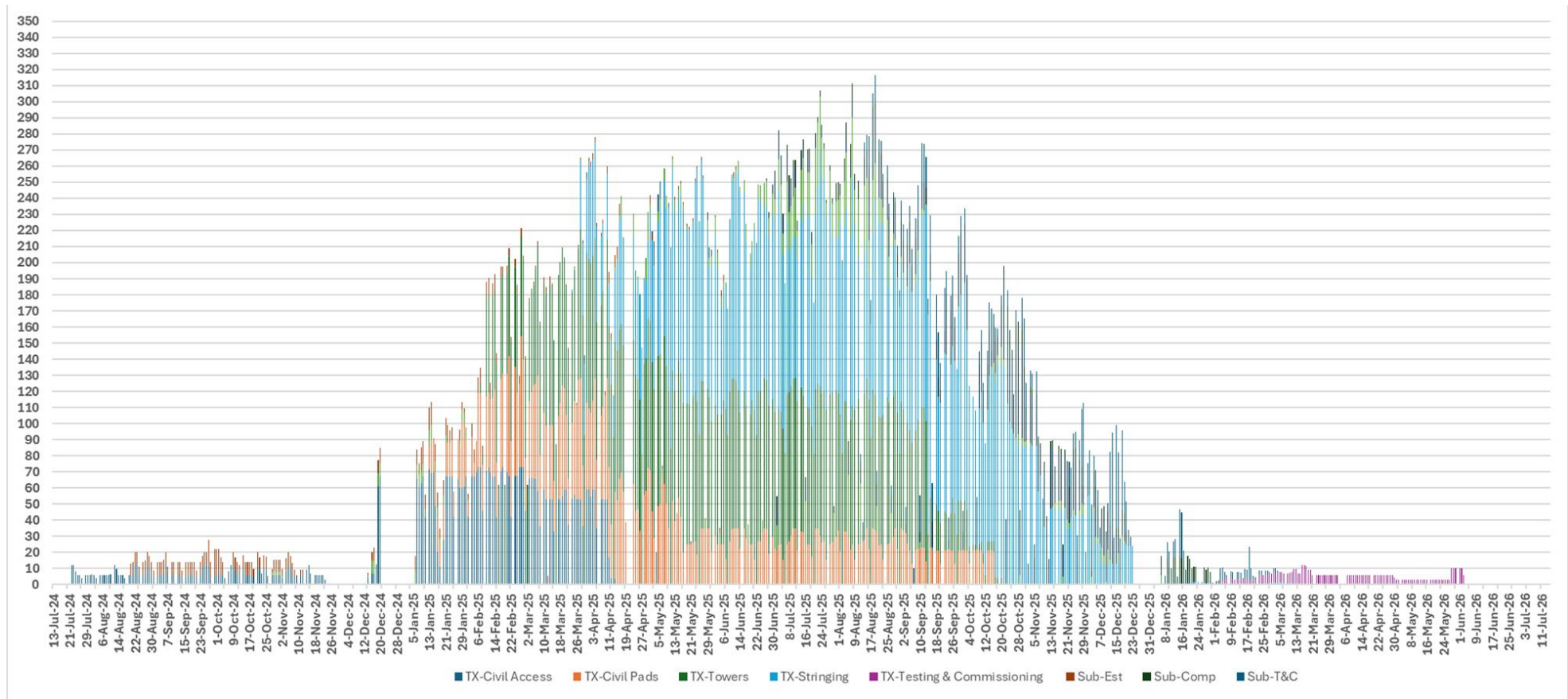


Figure 5 AC06 Amendment Report phase histogram

POST AMENDMENT REPORT PHASE HISTOGRAM

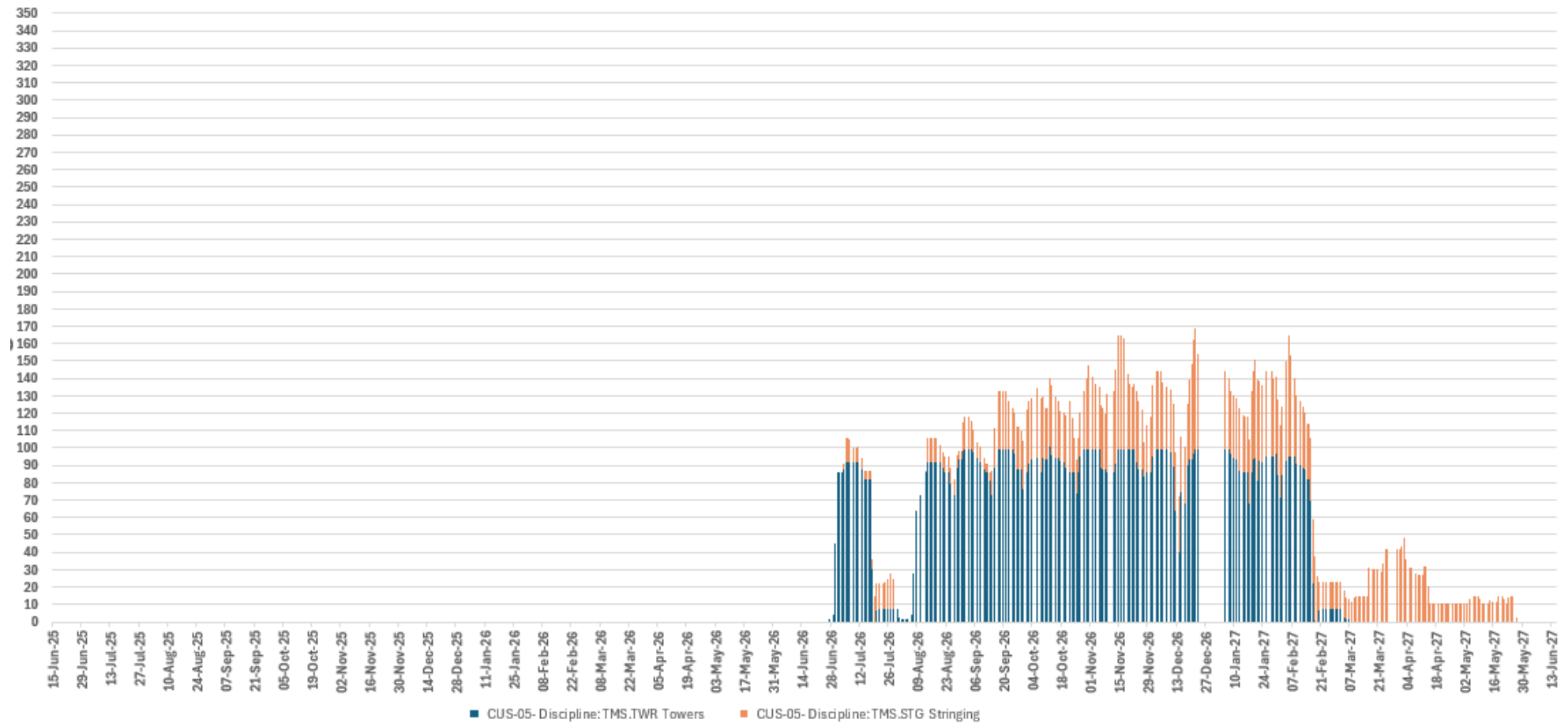


Figure 6 AC06 Post Amendment Report phase histogram

1.3 OBJECTIVE OF THIS PLAN

Accommodating the construction workforce within the Goulburn Mulwaree and Upper Lachlan Shire LGAs has become a viable workforce accommodation strategy largely due to the following:

- The reduced peak number of workers to be accommodated at AC06 (300 to 168 workers)
- The reduced duration of the peak use of AC06 (12 months to nine months)
- The reduced reliance on transient workers to complete the civil works and ability to utilise the local subcontract market.

Therefore, the objective of this plan is to outline how AGJV can accommodate the workforce from AC06 within the Goulburn Mulwaree and Upper Lachlan Shire LGAs during construction of the Project.

This Plan provides the following information:

- The key accommodation challenges and constraints for the Project
- The accommodation options already secured or currently being explored
- The additional measures that would be employed to ensure accommodation in the area is sufficient to meet Project requirements
- A framework and strategies for monitoring and responding to accommodation and employment needs for the Project.

2. LOCAL REGION PROFILE

2.1 LOCATION CONTEXT

The largest towns in the Goulburn Mulwaree and Upper Lachlan Shire LGAs are described below.

GOULBURN

Goulburn is located roughly 20 kilometres south-east of the Project footprint, within the Goulburn Mulwaree LGA. Historically, Goulburn was a key location in New South Wales (NSW), due to its wool industry and strategic location on the Main South Railway line, continuing today as a major regional centre serving the surrounding area. Agriculture remains a major industry in the region. Goulburn has a strong healthcare industry, including a major hospital, and hosts key state infrastructure, including the NSW Police Academy, Goulburn Correctional Centre, and TAFE NSW Goulburn. Major transport infrastructure in Goulburn includes the Hume Highway, located at the southern and eastern borders of the city; the Main Southern Railway Line, with the historic Goulburn Railway Station located to the east of the town centre; and the Goulburn Regional Airport.

By car, Goulburn is located less than an hour south of the Project footprint, near the Bannaby 500 kV substation end of the footprint. Goulburn contains a variety of restaurants, cafés, and accommodation services, with two caravan parks, and roughly twenty hotel/motel operators.

CROOKWELL

Crookwell is located roughly 15 kilometres north of the Project footprint, within the Upper Lachlan Shire LGA. By car Crookwell is located less than 30 minutes from the Project footprint. The district is recognised as one of NSW major producers of seed potatoes, wool, fat lambs, beef cattle, oats, hay, dairy produce and cold-climate fruits. Crookwell is located on the road from Goulburn to Bathurst and is easily accessed from Canberra via Gunning, from the west via Boorowa and from the east via Taralga.

The town contains a handful of restaurants, cafés, and accommodation services.

2.2 KEY CHARACTERISTICS

2.2.1 POPULATION

GOULBURN

- At the 2021 Census, Goulburn Mulwaree LGA was home to 32,053 people, the largest town within the Goulburn Mulwaree LGA is Goulburn. At the 2021 Census, Goulburn was home to 23,963 usual residents.
- In 2021, the proportion of Goulburn residents who identified as Aboriginal and Torres Strait Islander was 5.4 per cent, compared to 3.4 per cent in the Rest of NSW.
- In 2021, 83.3 per cent of Goulburn residents were born in Australia, compared to 82.3 per cent in the LGA and, and 65.4 per cent in the Rest of NSW.
- The proportion of Goulburn residents who spoke a language other than English at home in 2021 was 8 per cent. This was slightly higher than the LGA at 7.9 per cent, however lower than the Rest of NSW, at 29.5 per cent.
- At the 2021 Census, the median age of Goulburn was 40 years, older than the Rest of NSW's 39 years.

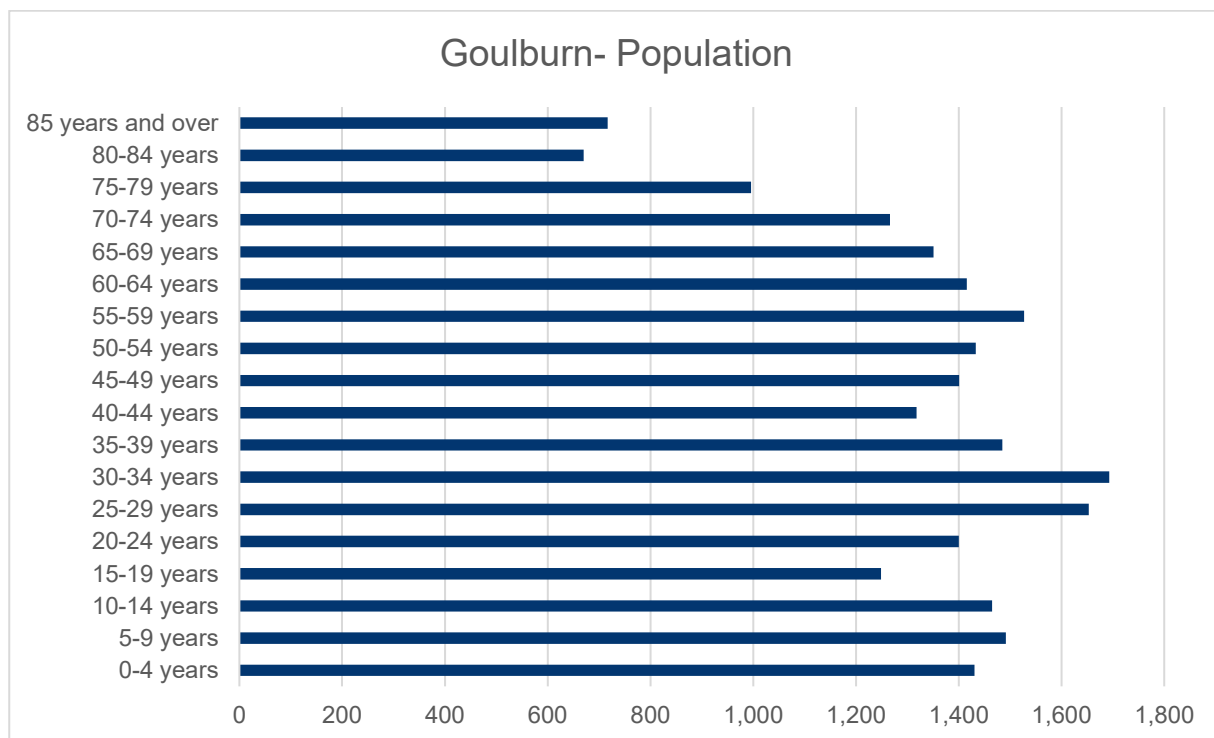


Figure 7 Goulburn – Population Data

CROOKWELL

- At the 2021 Census, Upper Lachlan Shire LGA was home to 8,514 people, the largest town within the LGA is Crookwell. At the 2021 Census, Crookwell was home to 2,098 usual residents.
- In 2021, the proportion of Crookwell residents who identified as Aboriginal and Torres Strait Islander was 3.8 per cent, compared to 3.4 per cent in the Rest of NSW.
- In 2021, 87 per cent of Crookwell residents were born in Australia born, compared to 83.5 per cent in the LGA, and 65.4 per cent in the Rest of NSW.
- The proportion of Crookwell residents who spoke a language other than English at home in 2021 was 3.8 per cent. This was slightly higher than the LGA, at 3.7 per cent, but lower than the Rest of NSW, at 29.5 per cent.
- At the 2021 Census, the median age of Crookwell was 51 years, older than the LGA at 49 and older than the than the Rest of NSW's 39 years.

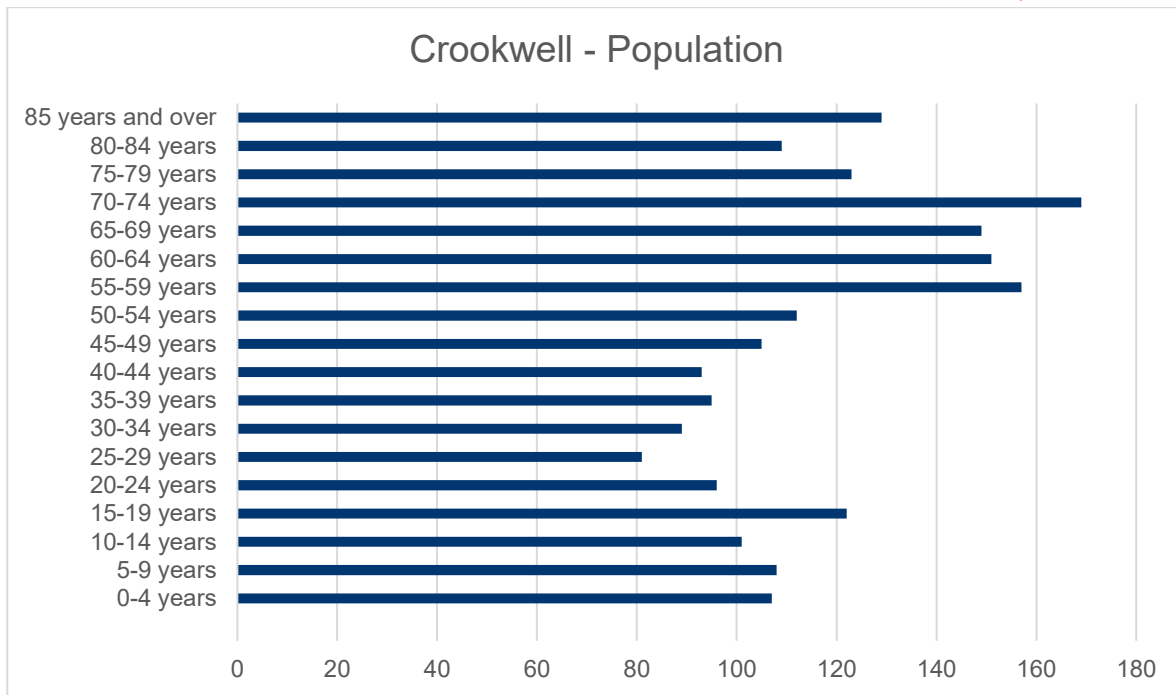


Figure 8 Crookwell - Population Data

2.2.2 EDUCATION AND TRAINING

GOULBURN

Approximately 14 per cent of Goulburn residents have a bachelor's degree level education or higher which is below the NSW average 27.8 per cent. While 29.7 per cent of the population have achieved a Certificate or Diploma level education.

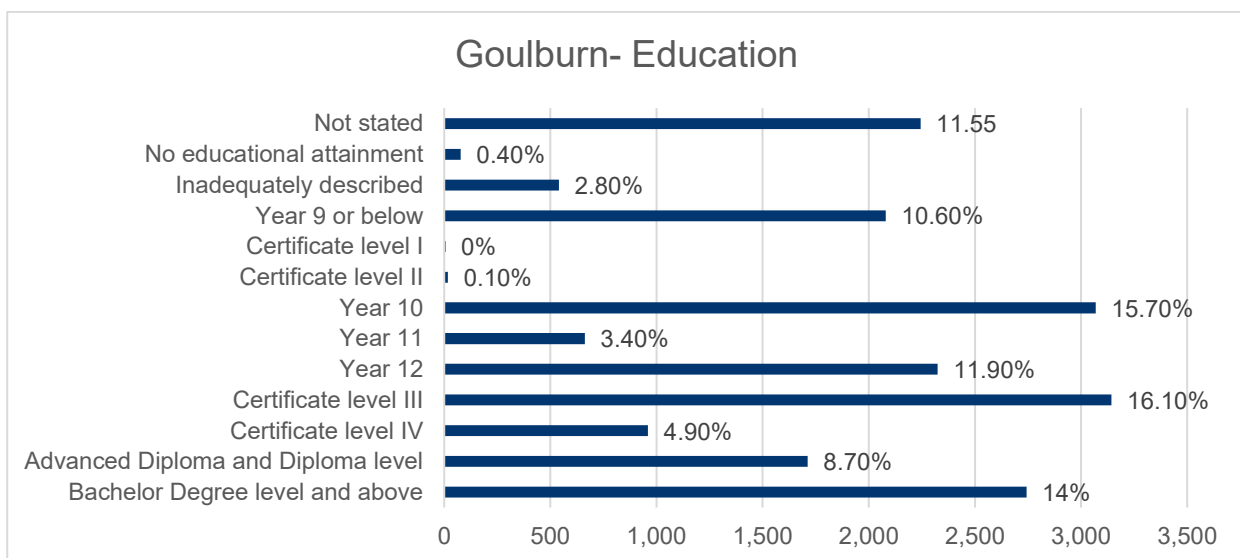


Figure 9 Levels of tertiary education in Goulburn

CROOKWELL

Approximately 9.9 per cent of Crookwell residents have a bachelor's degree level education or higher which is below the NSW average 27.8 per cent. While 28.1 per cent of the population have achieved a Certificate or Diploma level education.

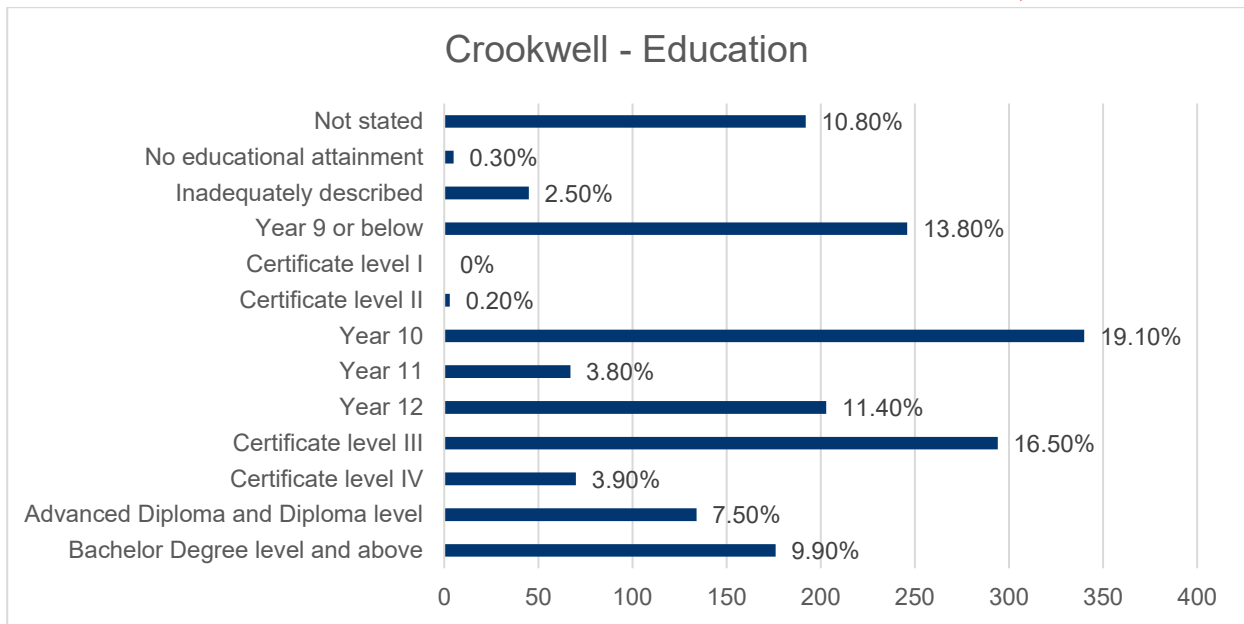


Figure 10 Levels of tertiary education in Crookwell

2.2.3 KEY INDUSTRIES AND EMPLOYMENT

GOULBURN

In 2021, 56.6 per cent of residents in Goulburn over 15 were participating in the labour force, a slightly lower proportion than the 58.7 per cent in the rest of NSW. The key employment industries in Goulburn include Hospitals, Aged Care Residential Services, Supermarket and Grocery Stores, Takeaway Food Services and other social assistance services.

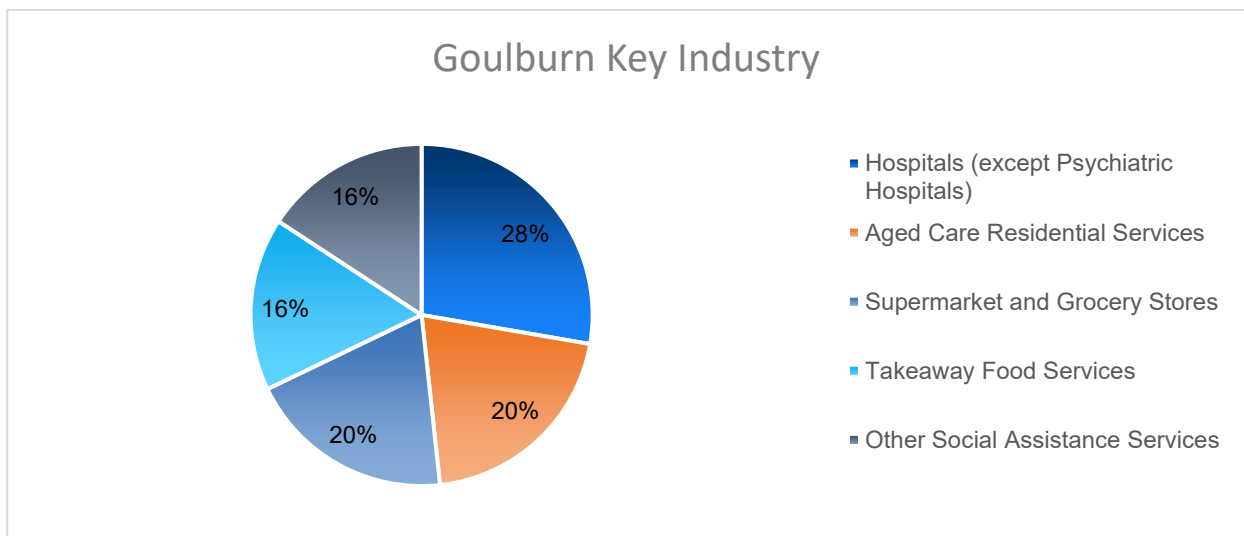


Figure 11 Goulburn- Key industry of employment

The most common occupations listed in the 2021 Census were community and personal service workers (16.3 per cent), professionals (15.2 per cent), and technicians and trades workers (14.5 per cent).

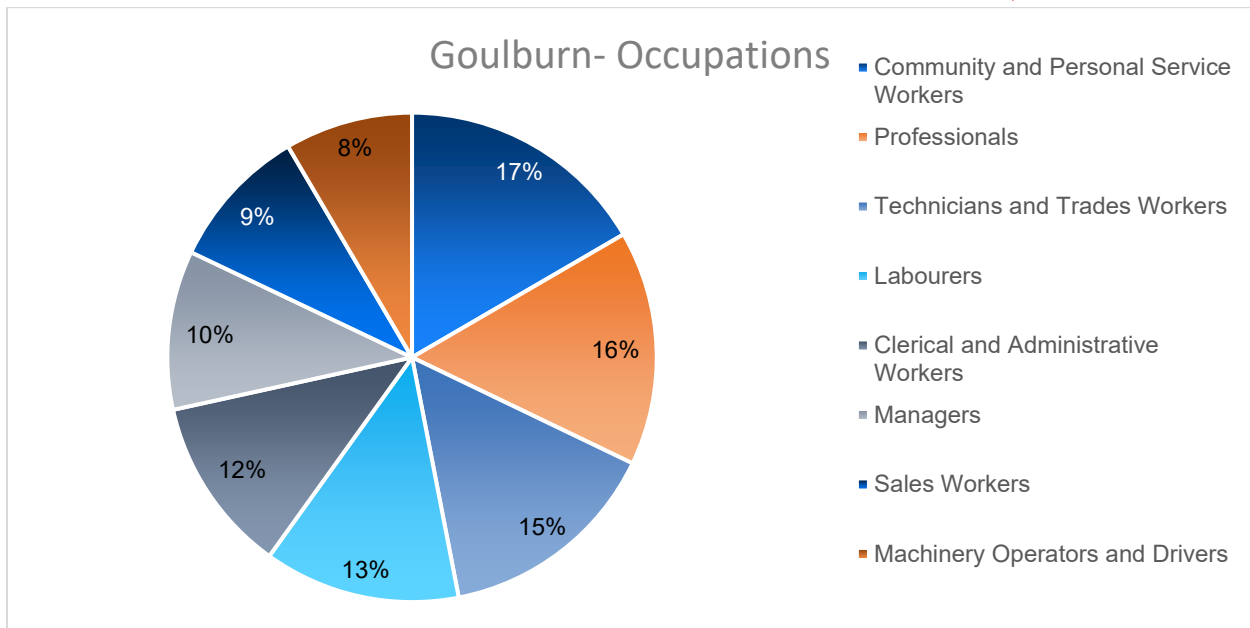


Figure 12 Goulburn – Occupation top responses 2021 Census

Of those residents in the labour force in Goulburn, 4.6 per cent were unemployed, compared to 4.9 per cent across the Rest of NSW.

CROOKWELL

In 2021, 48.8 per cent of residents in Crookwell over 15 were participating in the labour force, a lower proportion than the 58.7 per cent in the Rest of NSW. The key employment industries in Crookwell include Local Government Administration, Aged Care Residential Services, Sheep Farming, Supermarket and Grocery Stores, and Hospitals (except Psychiatric Hospitals).

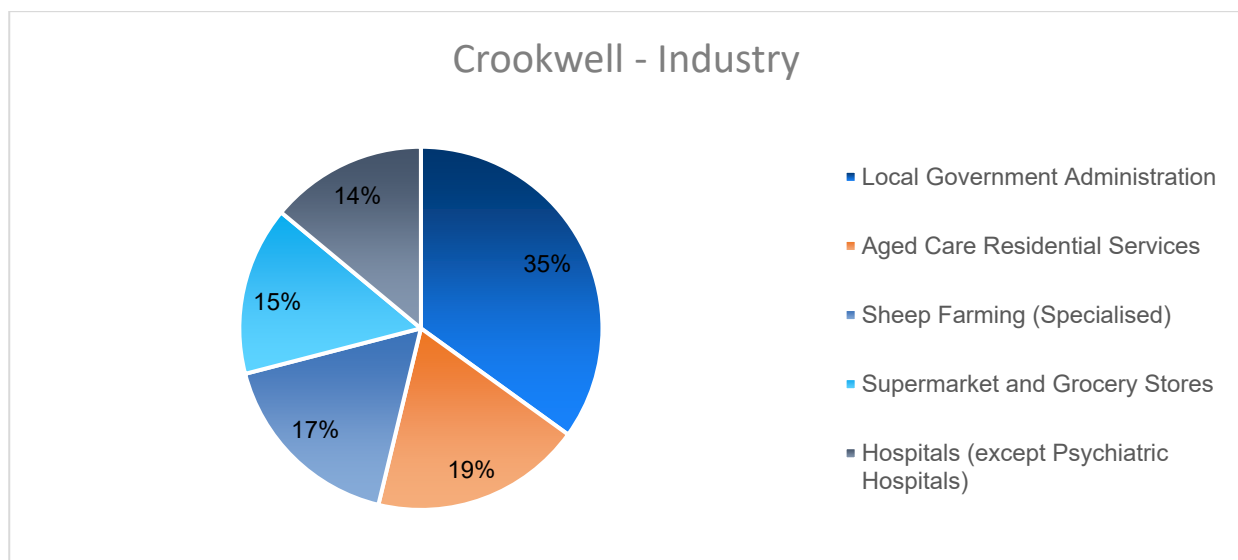


Figure 13 Crookwell- Key industry of employment

The most common occupations listed in the 2021 Census were Technicians and Trades Workers (15.9 per cent), Labourers (15.2 per cent), and Community and personal service workers (14.7 per cent).

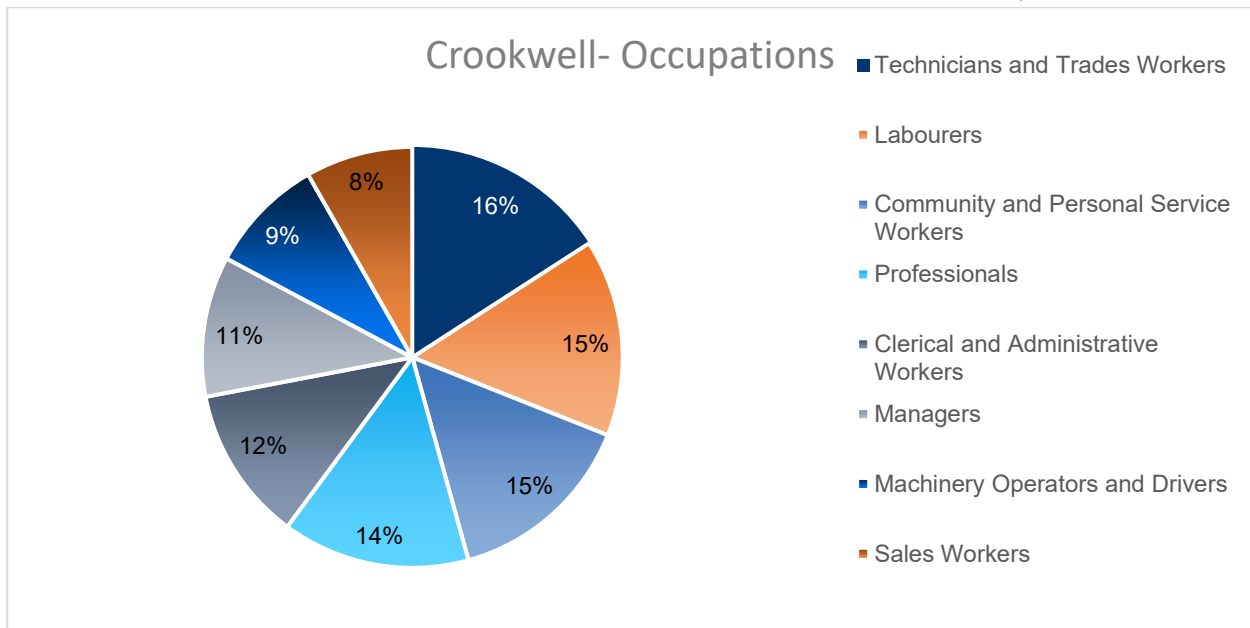


Figure 14 Crookwell – Occupation top responses 2021 Census

Of those residents in the labour force in Crookwell, 4.8 per cent were unemployed, compared to 4.9 per cent across the Rest of NSW.

2.3 TOURISM

2.3.1 SOUTHERN TABLELANDS (UPPER LACHLAN SHIRE AND GOULBURN MULWAREE LGAS)

Goulburn is a historically notable stopover point for visitors travelling by road (and rail) between Sydney, Canberra and Melbourne. The *Value of Tourism to Southern NSW 2023* report (Destination Southern NSW, 2023) found the Goulburn Mulwaree LGA attracted 971,000 visitors in 2023. Total tourism numbers in the Upper Lachlan Shire LGA are unknown.

Events and attractions across the Goulburn Mulwaree and Upper Lachlan Shire areas attract visitors from the wider region and include but are not limited to:

- The Big Merino
- Rocky Hill War Memorial & Museum
- Wombeyan Caves
- Goulburn Historic Waterworks
- One Raceway (Wakefield Park Raceway) - various races held annually including the Australian Drivers' Championship and the Australian Superbike Championship
- Various local markets
- Goulburn Show
- Crookwell Show
- Various livestock shows including the NSW All States Festival of Waterfowl and the Charles Ledger Alpaca Show.
- Crookwell Potato Festival.

2.4 ACCOMMODATION AND HOUSING

GOULBURN

At the 2021 Census, there were 9,283 occupied private dwellings and 868 unoccupied private dwellings within Goulburn. Most of these dwellings (84.1 per cent) were separate (detached) houses. Of the occupied private dwellings within Goulburn, the majority (34 per cent) were rented. This is slightly higher than the NSW average 32.6 per cent rented.

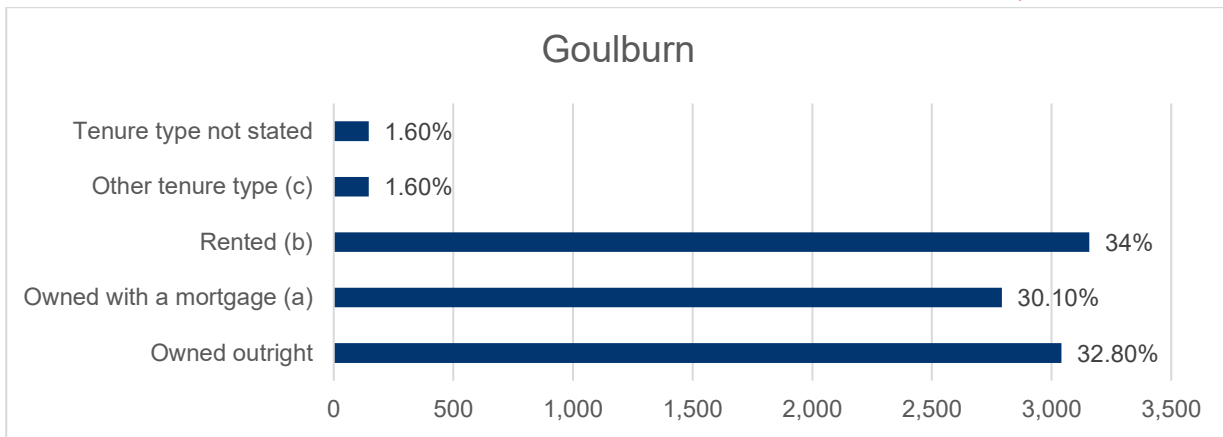


Figure 15 Goulburn- Tenure type

CROOKWELL

At the 2021 Census, there were 891 occupied private dwellings and 122 unoccupied private dwellings within Crookwell. Most of these dwellings (93.3 per cent) were separate (detached) houses. Of the occupied private dwellings within Crookwell, the majority, 51.5 per cent were owned outright with another 25.4 per cent being owned with a mortgage. Only 18.4 per cent of private dwellings were occupied by renters in the town, a significantly lower number than the state average (32.6 per cent). The percentage of residents occupying dwellings they owned in Crookwell (76.9 per cent) was significantly higher than the state average of 64 per cent.

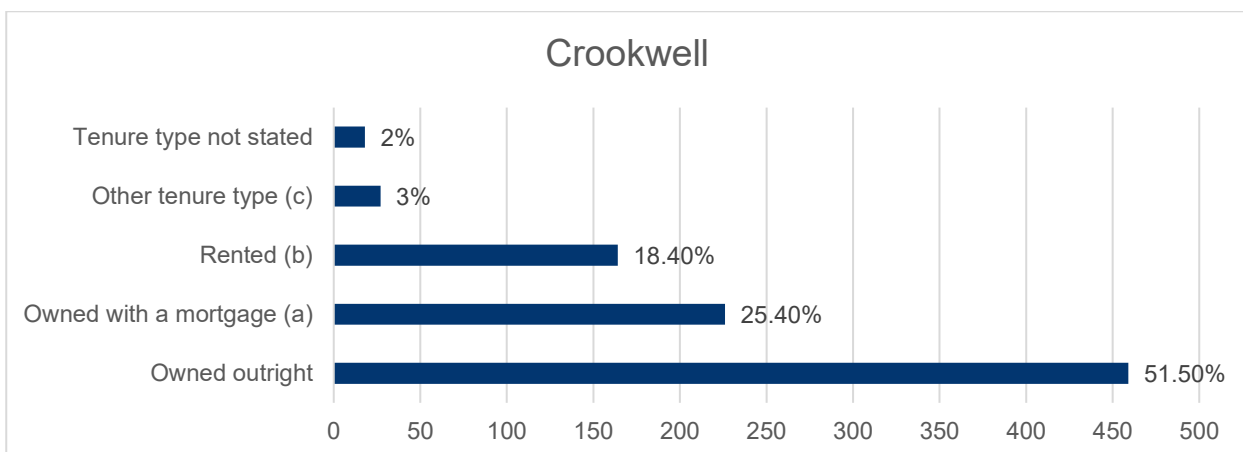


Figure 16 Crookwell- Tenure type

2.4.1 RENTAL ACCOMMODATION

Private accommodation is often used to support construction worker needs, and this could be through leasing of holiday homes and investment properties, either privately or through real-estate agents.

GOULBURN

In January 2025, Goulburn had a rental vacancy rate of 1.1 per cent. Over 2024-2025, the rental vacancy rate fluctuated between 1 per cent and 2 per cent (SQM Research, 2025). Anything less than 3 per cent is considered a shortage by the Real Estate Institute of New South Wales (REINSW). As such, Goulburn is already experiencing a rental shortfall.

Weekly rental cost has increased in Goulburn by 7.5 per cent over the past 12 months to 12 February 2025 for all houses, however rental costs have fallen 10 per cent for all units in this same period (SQM Research, 2025).

CROOKWELL

In January 2025, Crookwell has a rental vacancy rate of 2.8 per cent. Over 2024-2025, the rental vacancy rate fluctuated between 5.2 per cent and 2.8 per cent (SQM Research, 2025). Owing to the low number of rental properties available within Crookwell this only corresponded to between 6 to 11

properties being vacant. Weekly rental cost has steadily increased in Crookwell for units and houses, with rents up 15.5 per cent over the 12 months to 12 February 2025 (SQM Research, 2025).

2.5 STATE SIGNIFICANT PROJECTS IN THE REGION

The Southern Highland and Southern Tablelands are experiencing an increase in State Significant Development and State Significant Infrastructure currently being constructed or in the planning pipeline. This is largely due to:

- The development of renewable energy and storage projects associated with transmission projects, including HumeLink
- The needs of existing industry including mines, quarries and wind farms
- The need for upgraded community infrastructure to support the increasing population.

Two State Significant projects have been identified within the Goulburn Mulwaree and Upper Lachlan Shire LGAs which are likely to have construction workforce and accommodation demands concurrent to the Project construction phase in this region that are approved but not commenced construction, namely Gunning Solar Farm and Marulan Solar Farm. These projects are described in more detail in the sections below.

GUNNING SOLAR FARM

Proponent: Canadian Solar

Description: Development of a 250 MW solar farm and associated infrastructure, including battery storage and grid connection.

Workforce Requirements: At the project's peak, which may last up to six to nine months, it is estimated that approximately 350 jobs would be generated. The EIS assumed that the workforce would be accommodated in Yass and Goulburn.

Construction Timing: Construction of the project is expected to take approximately 18 months, with a peak construction period of 6 to 9 months. The Gunning Solar Farm project website notes the construction phase would begin in 2025.

MARULAN SOLAR FARM

Proponent: Terrain Solar / RATCH Australia Corporation

Description: Development of a 100 MW solar farm with energy storage and associated infrastructure.

Workforce Requirements: Construction is expected to extend over a period of 18 months, including a three-month shoulder each side, and the workforce is expected to peak at 300 people. The workforce strategy is to use local contractors to deliver most of this work, where available. Complementing this, some technicians and other resources will need to be brought in to work with the specialist technologies required to construct the project.

Construction Timing: Construction of the project is expected to take approximately 18 months. The Marulan Solar Farm project website notes the construction phase would begin in 2025.

Several other project and operational sites were also identified as potentially impacting the availability of short-term accommodation in the region. These have not been considered further at this stage. These are:

Projects not approved:

- Wattle Creek BESS
- Wattle Creek Solar Farm
- Gundry Solar Farm
- Canyonleigh BESS
- Willavale Park BESS
- Boro Solar Farm and BESS
- Hanworth BESS
- Swallow Tail BESS
- Bannaby BESS

Projects no longer in construction phase:

- Moomba to Wilton Pipeline
- The Gunlake Quarry Continuation Project
- Woodlawn MBT Facility
- Woodlawn Bioreactor Expansion
- Gunlake Quarry Extension
- Marulan South Limestone Mine Continued Operations
- Peppertree Quarry
- Biala Wind Farm
- Collector Wind Farm
- Gullen Range Wind Farm.

3. CROOKWELL PROJECT ACCOMMODATION STRATEGY

3.1 KEY ACCOMMODATION CHALLENGES DURING CONSTRUCTION

AGJV has identified appropriate accommodation options within the Goulburn and Upper Lachlan Shire Council areas in an effort to gauge individual business interest in housing the workforce.

Table 1 and Table 2 show each business that has agreed to house the AGJV workforce and how many rooms they could offer the Project each week without impacting their regular business customers, tourism and special events.

Where a business has indicated a number range (i.e. 10-15 rooms per week) the lower number has been used to calculate actual availability.

A total of 220 rooms has currently been offered in Goulburn and another 59 in the Upper Lachlan Shire Council.

Wherever practical, AGJV will prioritise accommodation within the Upper Lachlan Shire Council LGA. The remaining workforce accommodation requirements will be met using available rooms in the Goulburn Mulwaree Council area.

While more rooms have been identified than the forecast demand, AGJV confirms that it will only secure the number of rooms actually required. AGJV will not reserve more accommodation than necessary, ensuring minimal disruption to local businesses and communities.

AGJV is also currently in discussions with Upper Lachlan Shire Council regarding the possible development of additional visitor accommodation in the region. Should this initiative prove viable, AGJV will seek to house workers in this new accommodation.

Table 1 Short Term Accommodation Options – Goulburn

Town	Name	Accom Type	Physical Address	Ownership	Number of rooms that can be offered per week (Conservative)	Restaurant	Kitchenette	Tea & Coffee facilities	Ensuite bathroom	Laundry facilities	On site Parking	Additional comment
Goulburn	Heritage Motor Inn	Motel	69 Sydney Rd, Goulburn.	Private	10	Yes	No	Yes	Yes	Yes	Yes	Offers accommodation and food packages, including packed lunch
Goulburn	Bakehouse Motel	Motel	4 Sowerby St, Goulburn.	Private	8	No	Yes (certain rooms)	Yes	Yes	No	Yes	Offers microwaves in each room
Goulburn	Quest Goulburn	Motel/ apartments	27 Clinton St, Goulburn.	Private	60	No	Yes	Yes	Yes	Yes	Yes	On-site gym
Goulburn	Goulburn Motor Inn	Motel	80 Clinton St, Goulburn.	Private	10 - 15	No	Yes (certain rooms)	Yes	Yes	No	Yes	Offers microwaves in each room
Goulburn	Goulburn Central Motor Lodge	Motel	120 Auburn St, Goulburn.	Private	25	No	No	Yes	Yes	Yes	Yes	Offers microwaves in each room
Goulburn	Posthouse Motor Lodge	Motel	1 Lagoon St, Goulburn.	Private	30	Yes	No	Yes	Yes	No	Yes	
Goulburn	Best Western Plus Goulburn	Motel	77 Lagoon St, Goulburn.	Private	20	Yes	Yes (certain rooms)	Yes	Yes	Yes	Yes	Offers microwaves in each room
Goulburn	Black Sheep Motel Goulburn	Motel	7 Joshua St, Goulburn.	Private	5 - 7	No	Common kitchen	Yes	Yes	Yes	Yes	Offers microwaves in each room
Goulburn	Lilac City Motor Inn & Steakhouse	Motel	126 Lagoon St, Goulburn.	Private	15	Yes	No	Yes	Yes	No	Yes	

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Town	Name	Accom Type	Physical Address	Ownership	Number of rooms that can be offered per week (Conservative)	Restaurant	Kitchenette	Tea & Coffee facilities	Ensuite bathroom	Laundry facilities	On site Parking	Additional comment
Goulburn	BIG4 Governors Hill Carapark	Caravan and Camping	77 Sydney Rd, Goulburn.	Private	9 - 10	No	Yes	Yes	Yes	Yes	Yes	Kiosk and café
Goulburn	Mercure Goulburn	Motel	2 Lockyer St, Goulburn.	Private	10	Yes	No	Yes	Yes	Yes	Yes	Laundry service
Goulburn	Goulburn South Caravan Park	Caravan and cabins	149 Hume St, Goulburn.	Private	18	No	Yes	Yes	Yes	Yes	Yes	
TOTAL					220							

Table 2 Short Term Accommodation Options - Upper Lachlan Shire and Surrounds

Town	Name	Accom Type	Physical Address	Ownership	Number of rooms that can be offered per week (Conservative)	Restaurant	Kitchenette	Tea & Coffee facilities	Ensuite bathroom	Laundry facilities	On site Parking	Additional Comment
Crookwell	Crookwell Hotel Motel	Hotel/ Motel	101 Goulburn St, Crookwell.	Private	11	Yes	No	Yes	Yes	No	Yes	
Crookwell	ULSC House	House	Lot 6 Redground Rd, Crookwell.	Private	4	No	Yes	Yes	Yes	Yes	Yes	
Crookwell	Sarah Page Flat	Apartment	Goulburn St, Crookwell.	Private	2	No	Yes	Yes	Yes	Yes	No	
Crookwell	Uplands House	House	-	Private	3	No	Yes	Yes	Yes	Yes	Yes	
Crookwell	Uplands pastures motel	Motel	2 Oram St, Crookwell.	Private	2	No	No	Yes	Yes	Yes	Yes	Laundry services, packed lunches and BBQ area available
Crookwell	Studio 56 House and Studio	House	56 Denison St, Crookwell.	Private	3	No	Yes	Yes	Yes	Yes	Yes	
Taralga	Argyle Inn	Hotel	80 Orchard St, Taralga.	Private	6	Yes	No	Yes	Yes	No	Yes	
Taralga	Argyle House	House	Orchard St, Taralga.	Private	6	Yes	Yes	Yes	Yes	No	Yes	
Taralga	Taralga Hotel	Hotel	24 Orchard St, Taralga.	Private	7	Yes	Shared Kitchen	Yes	No	No	Yes	
Taralga	Taralga Lilac Cottage - House	House	28 Orchard St, Taralga.	Private	3	No	Yes	Yes	Yes	Yes	Yes	
Taralga	Taralga Wildlife Park - House	House	257 Bannaby Rd, Taralga.	Private	4	No	Yes	Yes	Yes	Yes	Yes	
Laggan	Eudorra Farm – Laggan (not	House	413 Fullerton Road, Laggan.	Private	7	No	Yes	Yes	Not all rooms	Yes	Yes	

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Town	Name	Accom Type	Physical Address	Ownership	Number of rooms that can be offered per week (Conservative)	Restaurant	Kitchenette	Tea & Coffee facilities	Ensuite bathroom	Laundry facilities	On site Parking	Additional Comment
	shown on map)											
Laggan	Eudorra Shearers Quarters – Laggan (not shown on map)	House	413 Fullerton Road, Laggan.	Private	1	No	Yes	Yes	No	No	Yes	
Total					59							

3.3 ADDITIONAL MEASURES TO MANAGE WORKFORCE ACCOMMODATION IMPACTS

AGJV proposes the following mitigation measures to address workforce accommodation impacts. These strategies are designed to balance operational efficiency with social responsibility and are being further refined following stakeholder consultation during the development of the Social Impact Management Plan (SIMP).

Table 3 Proposed measures to manage workforce accommodation impacts

Social Impact	Mitigation and management measures	Key Targets	Desired outcomes
A decline in tourism to the social locality may result from reduced availability of short-term accommodation for tourists, due to occupancy by construction workers.	<ul style="list-style-type: none"> Advance Agreements with Accommodation Providers: proactively secure agreements with local accommodation providers to ensure availability during key events. This will help mitigate last-minute shortages and support event organisers in planning confidently. Regular Interface Meetings with Council: establish regular coordination meetings with council representatives to: <ul style="list-style-type: none"> Identify upcoming events and peak periods. Respond to emerging SSD workforce accommodation needs to minimise overlap. Strategically manage vacancy shortfalls during major events, including: <ul style="list-style-type: none"> IOGKF Gasshuku Ladies Day at the Races St Pat's Old Boys Reunion Goulburn Lilac City Festival Goulburn Rodeo Goulburn Show Hockey NSW Indoor Masters & State Championships Crookwell Country Weekend Binda Picnic Races Consideration of Alternative Accommodation Types: Consider the use of alternative accommodation types—such as Airbnb and other short-stay platforms—to help reduce pressure on traditional overnight stay providers. This will be carefully balanced to ensure that such use does contribute to local housing shortages, and will be coordinated with local providers and councils. Encouraging Workforce Integration: Promote local spending by the workforce to ensure they contribute positively to the local economy. This 	<ul style="list-style-type: none"> 100% of major event periods (as identified with councils) protected through advance bookings or vacancy guarantees Zero complaints from temporary accommodation providers or tourism bodies relating to vacancy shortfalls due to the project during major tourist events. 90% of providers involved in project-related accommodation agree their business needs were considered and respected 	The Project minimises impacts on temporary accommodation providers during major tourist events and peak seasons

Social Impact	Mitigation and management measures	Key Targets	Desired outcomes
	<p>includes encouraging use of local services, dining, and retail.</p> <ul style="list-style-type: none"> Feedback Mechanism for Tourism and Accommodation Providers: A dedicated feedback channel will be established for tourism operators and accommodation providers to report issues, share insights, and suggest improvements. This will help us respond quickly to emerging concerns and continuously improve coordination. Recognition of Regular Accommodation Users: Acknowledging that organisations such as ARTC, Essential Energy, Roadworx, and other civil contractors are users of local accommodation. AGJV will engage directly with accommodation providers to ensure that these regular users are not adversely impacted by temporary surges in demand, and that their operational needs continue to be supported. 		
Housing shortages and increased rental costs due to workforce demand	<ul style="list-style-type: none"> Prioritise use of commercial accommodation (motels/hotels) over residential rentals. Consider the use of alternative accommodation types—such as Airbnb and other short-stay platforms—to help reduce pressure on traditional overnight stay providers. This will be carefully balanced to ensure that such use does contribute to local housing shortages, and will be coordinated with local providers and councils. Maintain a workforce accommodation register to track demand and avoid overlap with long-term rental market Engage early with councils and housing providers to monitor any emerging pressures Prioritise Local Employment: Collaborate with Workforce Australia, offer pre-employment training, and partner with TAFE NSW to provide training in high-demand areas. Coordinate with local councils and tourist operators to manage potential housing pressures from multiple projects, including early bookings or formal agreements with accommodation providers if required. 	<ul style="list-style-type: none"> 15% of the workforce are residents in the social locality, and the percentage in each LGA is greater than zero. No reported shortages of housing shortage and increased rental costs due to construction of HLE. Quarterly review with councils confirms no community complaints about housing displacement 	The Project does not impact housing affordability and availability for locals.

Social Impact	Mitigation and management measures	Key Targets	Desired outcomes
Changes to community cohesion due to an influx of temporary workers and potential impacts on local well-being	<ul style="list-style-type: none"> Spread workforce across multiple locations to avoid clustering Regular community engagement, project updates and attendance at community events. Cultural awareness training for workers. Dedicated community liaison officer Enforced code of conduct for worker behaviour. Implementation of a Community Investment and Benefits Plan, informed by engagement with LGAs and stakeholder groups. 	<ul style="list-style-type: none"> >80% of residents feel well-informed and maintain neutral/positive views on temporary workers. At least two community projects funded or sponsored per calendar year. 	Foster social cohesion and minimise conflicts by promoting positive interactions between temporary construction workers and residents, ensuring mutual understanding, trust, and a harmonious coexistence.
Strain on social infrastructure and services - Temporary population increase may strain local health services, emergency response, and community infrastructure, particularly if the workforce is not well-distributed or if peak demands coincide with local needs.	<ul style="list-style-type: none"> Spread workforce accommodation geographically to avoid pressure in any single locality Coordination with emergency services to ensure timely access during construction. Wellness programs for workers promoting preventative care and mental health support. Engagement with local suppliers and prioritisation of contracts with local businesses. Encouragement of workforce integration to boost the local economy. Implementation of a Community Investment and Benefits Plan, informed by engagement with LGAs and stakeholder groups. Partnerships with local mental health services to benefit both the construction workforce and landowners. 	<ul style="list-style-type: none"> 100% workforce participation in ≥1 wellness initiative/year Monthly emergency services meetings 80% complaints resolved within 24 hours 85% employee satisfaction of wellness programs Positive feedback from mental health partners 	<p>The Project does not impact access to social infrastructure and services for locals</p> <p>The level of access for emergency services is not negatively affected by the Project</p>

Social Impact	Mitigation and management measures	Key Targets	Desired outcomes
<p>The construction of multiple large projects over the same timeframe, creating a cumulative shortage of both short-term and long-term accommodation</p>	<ul style="list-style-type: none"> • Coordinate with other proponents and councils to share workforce projections • Participate in regional planning forums to identify peak overlap periods • Use a dynamic accommodation register to manage workforce distribution across LGAs • Prioritise use of non-residential accommodation and reserve capacity during peak periods 	<ul style="list-style-type: none"> • Accommodation register updated quarterly and shared with the relevant councils • 15% of the workforce are residents in the social locality, and the percentage in each LGA is greater than zero. • No recorded instances of displaced seasonal or tourism-related bookings due to workforce occupation • Feedback from councils confirms perceived coordination with other project proponents 	<p>Local and visiting communities continue to have fair access to housing and accommodation, even while multiple major projects are under construction.</p>

4. MONITOR AND REVIEW

The Project will continue to engage with the Upper Lachlan Shire and Goulburn Mulwaree Councils during pre-construction and construction regarding this Temporary Workforce Accommodation Plan.

A monitoring and reporting framework has been designed for the Project SIMP in response to the CoA (B61) and aligns with the *NSW SIA Guideline* (NSW DPHI, 2023) and the *Social Impact Management Plan Toolbox* (NSW Department of Planning and Environment, 2023). The measures in Table 3 will be monitored in accordance with the SIMP.

5. REFERENCES

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