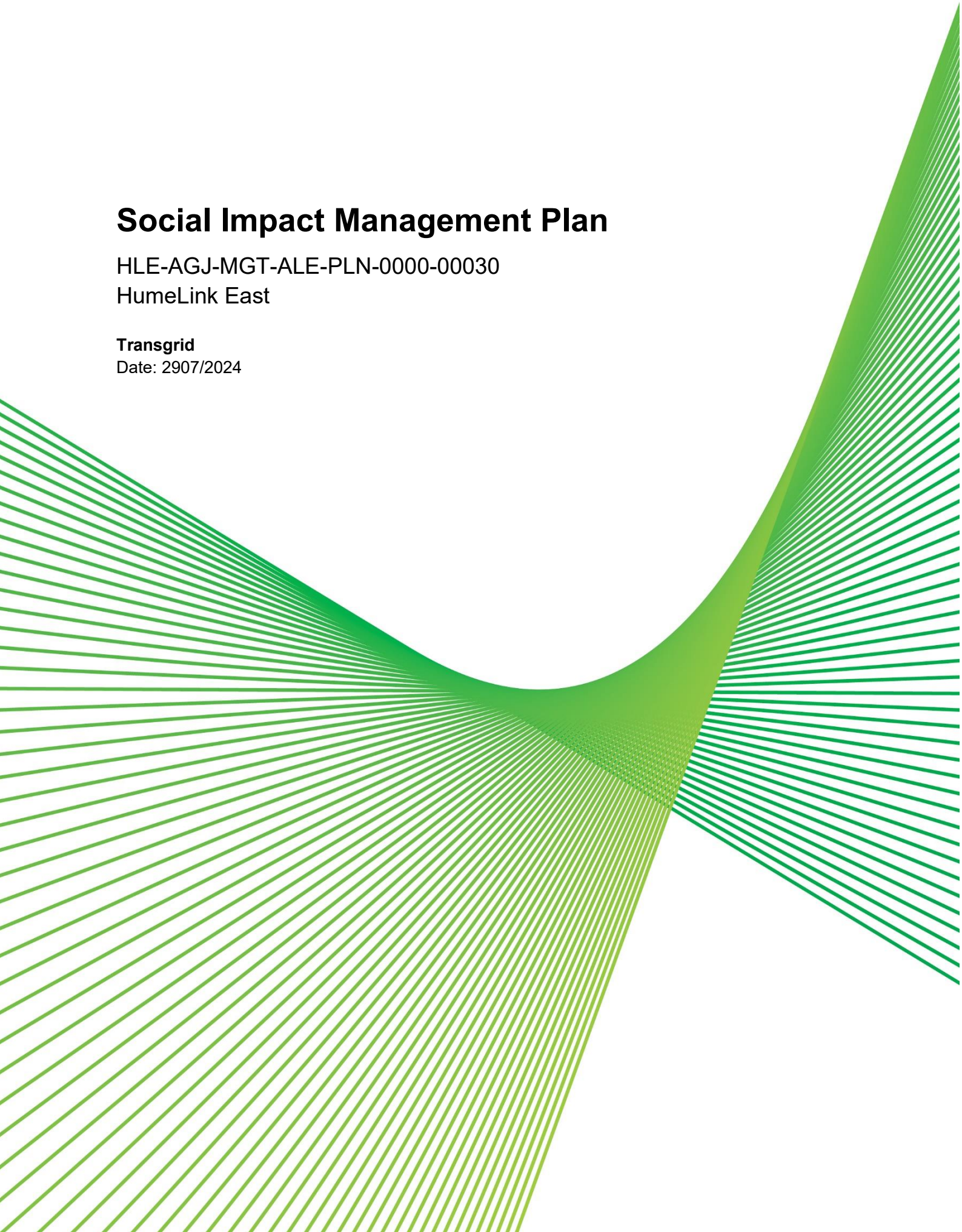


Social Impact Management Plan

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

Transgrid
Date: 2907/2024



HumeLink East






Social Impact Management Plan

HLE-AGJ-MGT-ALE-PLN-0000-00030 | Rev 01.8

DOCUMENT CONTROL

APPROVAL AND AUTHORISATION

	Name	Signature	Date
Prepared By:	Angela Peace	pp 	29/7/25
Approved By:	Gregor Wilson		29/7/25
Principle Endorsement:	Carel Nagel		29/7/25

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				
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A	17/01/2024	All	A. Stathis	For submission to Transgrid
B	22/03/2024	All	J McKenzie	Update to address Transgrid comments
C	17/05/2024	All	G Wilson	Update to address Transgrid comments
D	31/05/2024	7 and 26	G Wilson	Update to address Transgrid comment
00	25/06/2024	Nil	J McKenzie	Final for submission to Transgrid. IFU.
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01.2	6/03/2025	All	A Peace / J Seaton	Update to address comments from ER and client
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01.4	9/05/2025	All	A Peace / G Wilson	Update to address ER comments
01.5	28/05/2025	Several	A Peace / G Wilson	Update to include additional consultation and align with staging request
01.6	30/05/2025	Page 5	G Wilson	Update to reference A8 in Table 2
01.7	10/07/2025	All	A Peace	Update to address DPHI review comments
01.8	29/07/2025	Several	A Peace	Update to address DPHI review comment
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GLOSSARY

Abbreviations	Expanded text
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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
SSD	State Significant Development
TAFE	Technical and Further Education

Abbreviations	Expanded text
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) and Amendment Report (AR) (refer to AR Technical Report 7). 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.

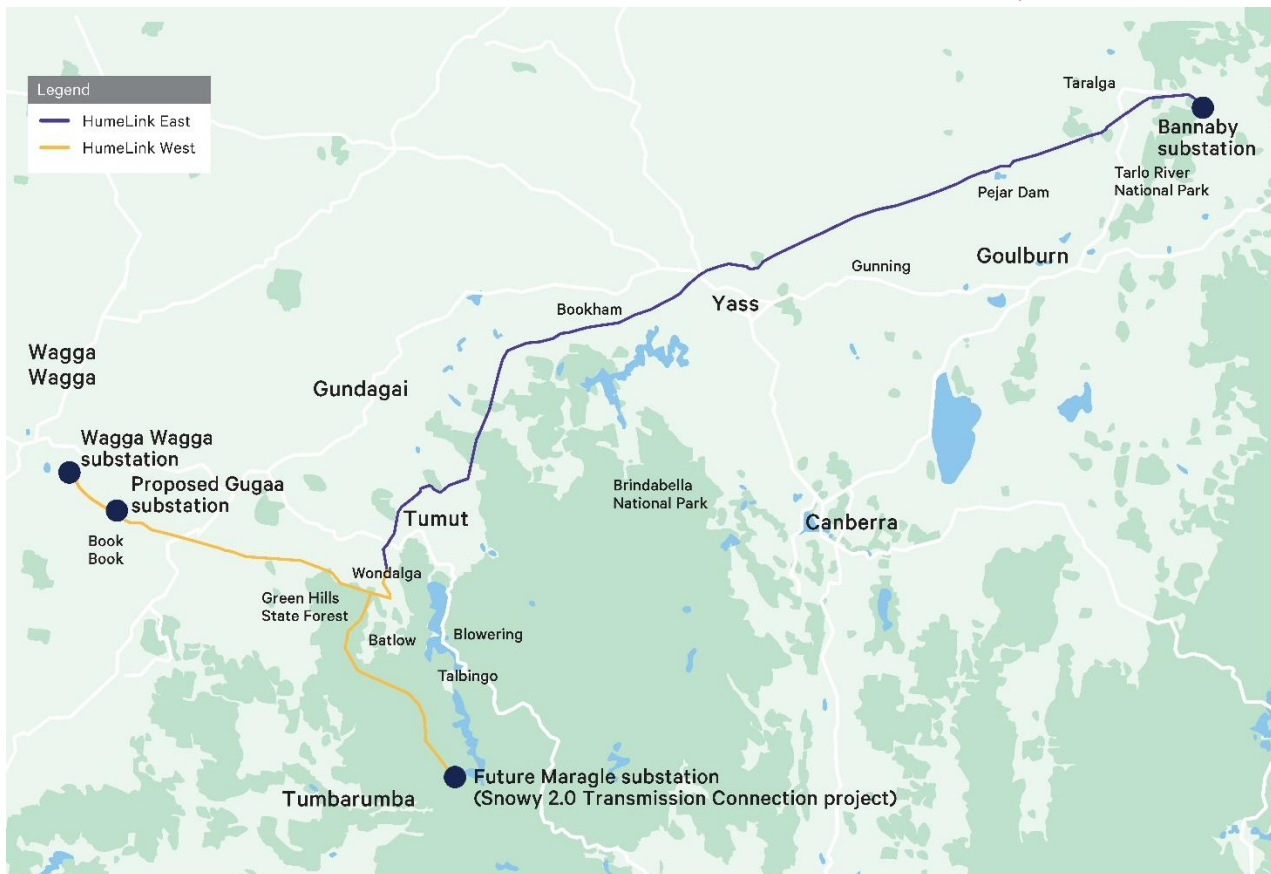


Figure 1 Indicative High-Level Scope of HumeLink East and HumeLink West

1.3 SCOPE AND STAGING

The Conditions of Approval (CoA) for the Project (B61) require a SIMP for the development. This SIMP is required prior to commencing construction or commencing operation of the accommodation camps (whichever is 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 will be delivered in two stages:

- Stage 1 addresses all construction works, excluding operation of the Crookwell Accommodation Facility.
- Stage 2 will address all construction works, including the operation of the Crookwell Accommodation Facility.

Each stage of the SIMP will be submitted for review and approval in accordance with the CoA and will provide guidance on managing the social impacts specific to that phase of the Project.

Table 9 outlines the social impacts relevant to 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"> 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
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) 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

Plan	Interface
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, 2023) 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, 2023) 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, 2023, p. 33).

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 9 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 9 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 9 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 9 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
EC2	Liaison will occur with local councils, interest groups, economic development organisations, local chambers of commerce and State government to:	Table 9, Area of Social Impact: Cumulative social impacts associated with other State Significant

Aspect	Commitment	Document Reference
	<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 	Development (SSD) projects in the area (SIMP20)

Table 4 How the SIA Guideline has been met (Source: (NSW DPHI, 2023, p. 25)

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 May 2025, The AGJV, in collaboration with AAP Consulting Pty Ltd, conducted 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

The 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. Information, feedback, and insights were received from over 168 responses via six key engagement tools. The table also summarises the number of active engagement participants per data collection method.

Table 5 Engagement opportunities

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

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 6 highlights how feedback has been considered in the SIMP.

3.4 ONGOING CONSULTATION

Ongoing engagement is being undertaken from April to July 2025 as part of a dedicated program to inform the development of the Stage 2 SIMP. This consultation is focused on stakeholders in the Upper Lachlan Shire and Goulburn Mulwaree LGAs who may be directly affected by the proposed changes to the workforce accommodation strategy, including the removal of the previously proposed worker accommodation facility near Crookwell. Guided by the Community Communication Strategy, the engagement seeks to gather feedback on the social impacts of using existing accommodation options for the temporary workforce. The outcomes will inform the updated SIMP Stage 2, which is expected to be submitted by the end of July 2025. Following this engagement, the SIMP will be updated to reflect the outcomes, ensuring that social impact management remains responsive, locally informed, and aligned with stakeholder expectations.

Ongoing engagement is being undertaken from April to July 2025 as part of a dedicated program to inform the development of the Stage 2 SIMP. This consultation is focused on stakeholders in the Upper Lachlan Shire and Goulburn Mulwaree LGAs who may be directly affected by the proposed changes to the workforce accommodation strategy, including the decision not to proceed with the previously proposed worker accommodation facility near Crookwell. Guided by the Community Communication Strategy, the engagement seeks to gather feedback on the social impacts of using existing accommodation options for the temporary workforce. The outcomes will inform the updated SIMP, which is expected to be submitted in late 2025 to ensure social impact management remains responsive, locally informed, and aligned with stakeholder expectations.

Table 6 How targeted engagement outcomes have been considered in this SIMP

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 10	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 10, 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 10, 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 10, 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 10, 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 10 identifies related plans	Table 10, 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 10, 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 10, 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 10, 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 10, Area of Social Impact: Access to social infrastructure and services, SIMP 10 Table 10, 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 10, 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 10, 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 10, Area of Social Impact: Access to social infrastructure and services, SIMP 9 and 15 Local employment: Table 10, 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 10, 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 10, 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 10, 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 10, 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 SIMP20	
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 10, 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 9, 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 9, SIMP 23 Table 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 9, SIMP 24 Table 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP04 Table 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP20	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 10, 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 10, 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 10, 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 10, 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 10, 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 9	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 5.2 (how targeted engagement outcomes have been)	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 9 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 9 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 9 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, 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 10, SIMP20.	Directly affected landholders

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.

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.

Table 7 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 8 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 7. 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 8 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, 2023, p.19), including way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, and decision-making systems.

During the development of this SIMP—including the review of the SIA, the SIA Addendum, and additional stakeholder and community consultation—some social impacts were revised, and new impacts were identified. Others were assessed as no longer applicable. These revisions reflect changes in community expectations since authorship of the SIA and SIA Addendum, adjustments to the Project's scope and construction methodology, and refinements to workforce and accommodation strategies.

Table 9 presents those impacts that have been either revised or identified as new during the SIMP development process. For clarity and transparency, a comprehensive summary detailing all social impacts from the original SIA Report and SIA Addendum, including those marked as not applicable ('n/a'), is provided in Appendix D. This appendix explicitly documents how each impact has been reviewed and revised as part of the SIMP process.

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.

Table 9 outlines the social impacts considered in Stage1 SIMP and those that will be considered in Stage 2 SIMP. As noted in section 1.3, to reflect the sequencing of construction activities, the Project's SIMP will be delivered in two stages. Stage 1 addresses **all construction works**, excluding tower erection and conductor stringing activities supported by the Crookwell Accommodation Facility. Stage 2 will address the remaining construction works, including those associated with the use of the Crookwell Accommodation Facility.

While the types of potential social impacts associated with tower erection and conductor stringing are known and have been outlined, the final workforce accommodation model has not yet been confirmed. As a result, the scale, location, and duration of impacts on housing, tourism, infrastructure, and community wellbeing cannot be accurately assessed at this stage within Upper Lachlan Shire and Goulburn Mulwaree LGA.

To address the spatial and temporal variation in impact, Table 10 in Chapter 5 includes dedicated columns identifying the spatial and temporal extent of each effect and focuses for mitigation and monitoring. Impacts such as near-neighbour amenity issues are concentrated around construction compounds and works areas, as well as haulage routes, while housing and workforce pressures are most relevant in towns with limited accommodation supply or undergoing concurrent development.

The Stage 2 SIMP will be informed by further engagement and will incorporate specific mitigation and monitoring measures aligned with: the final delivery strategy for these activities.



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

Table 9 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
						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
						Upper Lachlan Shire LGA Goulburn Mulwaree LGA (indirect)	Stage 2
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
						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

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
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 local residents and non-resident workers	Impact to community cohesion, safety, health and wellbeing	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA	Stage 1
						Upper Lachlan Shire LGA Goulburn Mulwaree LGA (indirect)	Stage 2
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
						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
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	Access to social infrastructure and services	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Hilltops 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
			recreational facilities, potentially exacerbating existing service constraints			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 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	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys LGA Yass Valley LGA Upper Lachlan Shire LGA	Stage 1
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 from Adjungbilly to Yass, and Yass to Roslyn 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
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
SIMP19	Livelihoods	medium (negative)	Potential strain on accommodation capacity due to the presence of the temporary	Access to social infrastructure and services	No change	Cootamundra-Gundagai Regional LGA Snowy Valleys 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, potentially disrupting seasonal tourism and major community events			Yass Valley LGA Hilltops LGA	
						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
						Upper Lachlan Shire LGA Goulburn Mulwaree LGA	Stage 2
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

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
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 businesses and industries—such as forestry and freight operators—that rely on efficient road access for their operations	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
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

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
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, 2023) and the *Social Impact Management Plan Toolbox* (NSW Department of Planning and Environment, 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 10 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.

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 10** 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 10 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	Properties adjacent to construction corridors between Adjungbilly and	Enabling and civil works phases — especially vegetation	Use of KNOWnoise software to develop models to ensure	0% non-compliance events during construction that	Data: Total number of complaints, response time for each complaint and	Annually As per SIMP04	AGJV Environment and	Amenity impacts are minimised through monitoring,	Construction Environmental

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	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 Refer to SIMP 15 for workforce related health and wellbeing impacts	Yass, and Yass to Roslyn — 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.	clearing, access track upgrades, and tower footing works	receptors are not exposed to excessive construction noise 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)	resolution status of each complaint Source: Complaints register, non-compliance register As per SIMP04		Sustainability Manager	engagement and continuous improvement initiatives	Management Plan
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 emergency response times	Communities along key haulage routes and local road networks, particularly within and around Gundagai, Yass, Crookwell, and Roslyn town and village centres, including freight-dependent enterprises, people with disability or mobility constraints, and emergency services	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. Coordinate with emergency services to ensure timely access to areas during construction.	80% of complaints are responded to within 24 hours and resolved to the complainant's satisfaction At least one meeting with Emergency Services per month during construction Conduct road dilapidation surveys of all local roads used by the Project	Data: 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	Quarterly Road dilapidation prior to use by project heavy vehicles, then Annual and then post use by project heavy vehicles	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)
		reliant on timely road access.		Develop and promote alternative transport options (e.g., worker shuttle bus etc) Implement a flexible schedule for heavy vehicle movements (including curfews) where possible, conduct regular traffic monitoring and assessments to adjust strategies if necessary Ensure tourism operators are consulted and included in communications		resolution status of each complaint Source: Meeting minutes and agendas, attendance logs, follow-up correspondence summarising discussions, complaints register, CCS contact channels (24/7 line, drop-ins, email).				
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	Provide clear communication to residents about expected disruptions and alternative routes or modes of transport Establish transport assistance services for vulnerable residents or those with limited transport options (e.g., shuttle buses or vouchers for taxis)	Use at least three communication channels to provide updates on transport disruptions Target: Achieve at least 75% positive response in surveys regarding communication effectiveness All complaints responded to within 24 hours Target: Provide notifications at least seven days in advance of significant transport disruptions	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 Source: community attitudes survey, complaints register, feedback from CCS channels (e.g. 24/7 line, email, in-person sessions).	Annually + Pulse checks in active work zones Monthly reporting of complaints.	AGJV; Community and Stakeholder Engagement Manager	The Project will Reduce the stress and financial burden on residents by minimising disruption to vehicle access	Traffic and Transport Management Plan Community Communication Strategy
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.	Aboriginal people are actively engaged in preserving and strengthening their culture through opportunities for managing and protecting cultural heritage Incorporate Aboriginal cultural values into Project planning and execution, including toolbox and workforce inductions Minimise land use impacts through culturally informed land management strategies Facilitate community consultations to ensure Aboriginal voices guide the project's development Implement educational programs on cultural preservation for the workforce and stakeholders Monitor cultural heritage impacts throughout the Project lifecycle and adapt plans as needed	100% workforce completion rate for cultural heritage training and toolbox inductions Ensure 100% of identified cultural heritage sites are safeguarded through appropriate mitigation measures (e.g., buffer zones, restricted access) Positive feedback from Aboriginal communities on the preservation of cultural heritage	Data: Feedback surveys from community consultations, workforce surveys event participation records, workforce participation in cultural training Source: WSAT, procurement register, engagement records, community attitudes survey outcomes	Monthly: Reporting on progress and achievement	Aboriginal Participation Manager	The Project supports and strengthens Aboriginal Cultural Heritage	Local Business and Employment Strategy 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)
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										
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>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.</p> <p><i>Note: This SIMP (Stage 1) addresses rental and housing market impacts outside Crookwell and Goulburn, which are covered under the Stage 2 SIMP.</i></p>	<p>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>	<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>Assess options for rental, temporary, and permanent housing on landholder properties as part of the accommodation strategy</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)
				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						
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	<p>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.</p> <p><i>Note: Impacts in Crookwell and Goulburn will be addressed in the Stage 2 SIMP, aligned with the revised workforce accommodation strategy.</i></p>	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 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	<p>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.</p> <p>Increased local spend from non-resident workers and project representatives has provided short-term benefits to the visitor economy in LGAs.</p>	Community Communication Strategy
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.	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</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>	<p>Pulse checks during peak regional tourism periods + monthly reporting</p>	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	Local Business and Employment Strategy

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		<p>Hospitality and retail workers in towns without workforce camps may also benefit.</p> <p><i>Note: Impacts and benefits relating to Crookwell and Goulburn will be addressed in the Stage 2 SIMP.</i></p>			project during peak tourism periods, or even increased business during such times due to coordinated planning				events across all LGAs affected by the Project.	
Area of Social Impact: Labour draw and impacts to local businesses and services										
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>	<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>	<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</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>	<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</p>	Monthly during construction	Workforce Development and Participation Manager	<p>The Project has a diverse workforce that offers equitable opportunities for local people, including underrepresented groups, and supports long-term community benefits.</p>	<p>Community Communication Strategy</p> <p>Local Business and Employment Strategy</p> <p>Worker and Workforce Development Plan</p>

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				informal/formal mentoring programs						
SIMP11	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 project lifecycle — with key program delivery during pre-construction and early construction phases, and employment continuation into peak construction and post-project maintenance phases.	<p>Work with Charles Sturt University, University of Wollongong, and Career Trackers to identify Aboriginal and Torres Strait Islander graduates and undergraduates</p> <p>Offer scholarships in Entrepreneur and Business Skills for local Aboriginal community members.</p> <p>Create 'Caring for Country' conservation and ecosystem management traineeships</p> <p>Support the creation of Recognised Aboriginal Businesses for ongoing asset maintenance</p> <p>Deliver a pre-employment program for new and Torres Strait Islander workers</p>	<p>Identify and recruit one Aboriginal or Torres Strait Islander graduate and one undergraduate</p> <p>Provide three scholarships to grow small business capabilities</p> <p>Enrol 12 participants in the pre-employment program and guarantee employment for all successful graduates</p> <p>75% success rate for Aboriginal businesses (post-certification) in maintaining operations or scaling after the project concludes</p>	Data: Workforce participation data captures, employment and business sustainability records (tracking post-project) Source: WSAT system that captures diversity	Annual	Aboriginal Participation Manager	Provide fair opportunity for local aboriginal people to work on the Project, enhancing the skills of the local aboriginal community	Local Business and Employment Strategy
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.	<p>Targeted communication campaigns to develop local capacity</p> <p>Market scans to identify opportunities for Aboriginal, local, and social enterprises</p> <p>Breaking down subcontract work packages to enhance accessibility</p> <p>Developing a Subcontractor Support Guide to aid compliance</p> <p>Prioritising local procurement and hosting quarterly subcontractor forums</p> <p>Participation in regional employment shows to connect businesses</p> <p>Distribute clear and accessible communications of job opportunities, beyond national platforms like Seek</p>	<p>Minimum number to engage in the supply chain of:</p> <ul style="list-style-type: none"> 30 Australian SMEs 20 local and regional enterprises Achieving Australian Industry Participation Plan (AIPP) targets: 25% of the total project cost from Australian businesses 10% of the project cost from the Study Area <p>Local/regional businesses report a positive financial impact from engaging in the project (e.g., increased revenue, expanded operations)</p>	<p>Data: market scans, monitoring procurement data through online portals. feedback during quarterly subcontractor forum</p> <p>Benchmark audits for compliance with subcontractor quality and workforce diversity</p> <p>surveys with local businesses during construction</p> <p>Source: WSAT, procurement register, engagement records</p>	<p>Monthly: Reporting on progress and achievement</p> <p>Quarterly: Hosting forums and reviewing local engagement initiatives</p>	<p>AGJV Project Procurement Manager (assisted by Aboriginal Participation Manager)</p> <p>AGJV Workforce Development and Industry Participation Manager</p>	Maximise engagement with local and regional businesses to ensure most packages are procured through Australian-owned enterprises	<p>Local Business and Employment Strategy.</p> <p>Community Communication Strategy</p> <p>Worker and Workforce Development Plan</p>
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	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	Throughout construction, particularly during civil works and peak workforce periods, when accommodation capacity and health service use may overlap.	<p>Provision of on-site medical support through appropriately trained first aid personnel, supported by clear escalation procedures to nearby healthcare services if required</p> <p>Ensure workforce accommodation sites are equipped with first aid facilities and that trained</p>	<p>90% of workforce are engage in at least one wellness initiative implemented by the contractor during each construction year</p> <p>85% satisfaction from workers regarding wellness programs</p> <p>25% voluntary attrition of project workforce until project completion</p>	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	Monthly: reporting	AGJV Workforce Development and Industry Participation Manager	The Project does not impact access to social infrastructure and services for locals	<p>Local Business and Employment Strategy</p> <p>Temporary Workforce Accommodation Plan(s)</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)
	Potential risk to the physical and mental health of the construction workforce due to remote work locations, unsafe work practice or other contributing factors	accessible healthcare and community services		<p>staff are available during operational hours</p> <p>Implement a workforce wellness program, including preventative health initiatives and access to mental health support</p>	<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>by 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.</p> <p>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	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 Potential strain on accommodation capacity due to the presence of the temporary workforce, potentially disrupting seasonal tourism and major community events	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 accessibility or effectiveness of supports, with feedback used to guide continuous improvement.</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 implementation and outcomes, community attitudes survey outcomes, complaints register, and CCS reporting mechanisms (e.g. Place Manager liaison, . 24/7</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)
						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>	<p>Ongoing during civil and main works phases, particularly during peak workforce periods and holiday seasons</p>	<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>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>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>	<p>Monthly complaint reporting; quarterly Emergency Services coordination; monthly monitoring of feedback from affected localities via pulse-style feedback and CCS channels.</p>	<p>AGJV; Community and Stakeholder Engagement Manager and Traffic Manager</p>	<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(s)</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>Positive impacts may also arise from the creation of new relationships, interactions, and shared experiences, which could expand residents' networks and knowledge</p>	<p>Regional towns and service areas in Tumut, Gundagai, and surrounding townships in the Snowy Valleys 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 limited access to community support networks.</p> <p><i>Note: Impacts in Crookwell and Goulburn will be addressed in the Stage 2 SIMP, aligned with the revised workforce accommodation strategy.</i></p>	<p>From early enabling works through to civil works.</p>	<p>Community Engagement and Communication including regular provision of Project updates through community events and opportunities. community concerns</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>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>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>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>	<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 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.</p>	<p>Annually + Pulse checks in active work zones</p>	<p>AGJV; Community and Stakeholder Engagement Manager and Traffic Manager</p>	<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)
				<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>						
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 to feel their decision-making systems have been compromised.	<p>Extent / Location & Impacted Groups Timing / Construction Phase</p> <p>Landowners whose properties are directly affected by easement 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</p>	From early enabling works through to civil works, with long-term stress potentially emerging during access arrangements, demobilisation, and rehabilitation.	<p>Develop and implement an Individual Property Management Plan (PMP) for each affected landowner, in consultation with them. PMPs outline specific 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>	100% completion of PMPs prior to commencement of works on relevant property	<p>Data: PMP tracking register (development, consultation, and finalisation dates)</p> <p>Source: Property-specific PMP documentation</p>	Monthly	AGJV; Community and Stakeholder Engagement Manager	Landowners feel respected, informed, and supported throughout acquisition and leasing processes, with clear communication that preserves autonomy and confidence in decision-making	<p>Community Communication Strategy</p> <p>Individual Property Management Plan</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)
		groups may include older residents, carers, people with limited digital access, or individuals unfamiliar with complex planning or acquisition processes.								
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 buffer zones, older residents, shift workers, and families with young children—who may be more sensitive to increased dust, traffic noise, and cumulative disruption.</p>	During peak haulage periods for overlapping projects, particularly during earthworks and tower delivery phases.	<p>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 responses with other SSD projects or key sectors.</p> <p>Coordinate haulage with other project representatives</p>	<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 authorities to plan haulage routes</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>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 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	<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</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</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</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>

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)
	and industries—such as forestry and freight operators—that rely on efficient road access for their operations	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.		responses with other SSD projects or key sectors. Develop and implement Traffic Management Plans (TMPs) in collaboration with local councils and transport authorities Engage with affected industries (e.g. forestry, freight) to understand access and timing needs and minimise operational delays Share updates on road closures, delays, and alternative routes with the public and commercial operators Monitor and address complaints relating to traffic and haulage disruptions	access and disruption management during peak construction periods 100% of planned traffic disruptions are communicated to affected stakeholders at least 7 days in advance					

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.

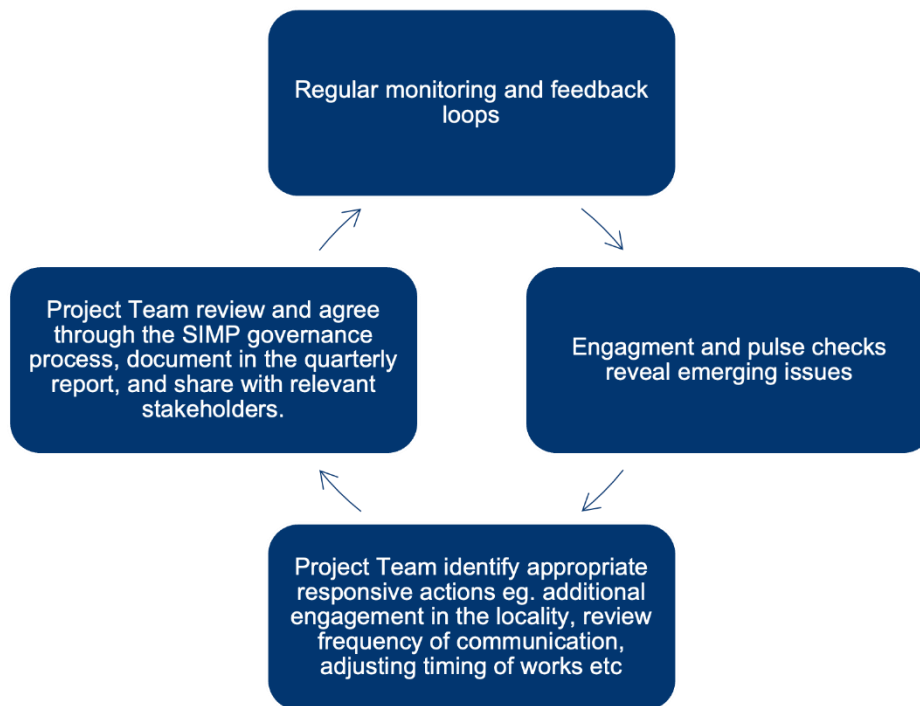


Figure 3 Continuous improvement and adaptive management

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 formal update will also be undertaken as part of the development of the Stage 2 SIMP, which will reflect the confirmed accommodation strategy and associated social impact considerations.

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

- 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. (2023). 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, Angela Peace, 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: 28 May 2025



Angela Peace

I, Dr Jamie Seaton, 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



Dr Jamie Seaton

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

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.

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 11 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		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.	
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,	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

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
Safeguarding of identified cultural heritage sites	100% of sites protected through appropriate mitigation (e.g., buffer zones, restricted access)	Monthly	ground disturbance, and access track works; cultural heritage management continues through site rehabilitation.	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)
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)

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
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.
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
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

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
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
Apprenticeship/trainee transition	80% transition rate for apprentices and trainees into permanent positions or further training after the project ends	Monthly		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	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 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

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
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, when accommodation capacity and health service use may overlap.	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
Worker satisfaction with wellness initiatives	At least 85% satisfaction from workers regarding wellness programs	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 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)

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
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.
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	AGJV Community and Stakeholder	SIMP 24	Community Communication Strategy	Quantitative / Community Attitudes Survey	Baseline to be established through first Community

Key Indicator	Target	Frequency	Timing/construction phase	Monitoring Responsibility	Linked SIMP IDs	Linked Plans and Documents	Metric / Data Source	Baseline Reference
			fatigue, stress, and confusion about overlapping infrastructure activities are highest. Ongoing through to civil works,	Engagement Manager				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 periods when major haulage overlaps occur across project	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)
Notification of traffic disruptions	100% of planned traffic disruptions are communicated to affected stakeholders at least 7 days in advance	Monthly		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

Trigger	Threshold	Action	Responsible Party	Linked SIMP ID(s)
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