

HumeLink East



Social Impact Monitoring Report (Q1 2026)

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HumeLink East – Social Impact Management Plan (SIMP) Quarterly Monitoring Report — Q1 2026	
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1. Introduction

1.1 Purpose of this report

This report summarises the progress of social impact mitigation and management measures implemented under the Social Impact Management Plan (SIMP) for HumeLink East, in accordance with Condition B61 of the Development Consent.

1.2 Reporting period and context

Reporting Period: 1st January – 31st March 2026

Context:

Main construction activities continued to accelerate across HumeLink East during January to March 2026, with the project's first transmission tower successfully erected near Adjungbilly in January, marking a major construction milestone and the most visible sign of progress to date.

Tower assembly and erection activities commenced across multiple sections of the alignment, supported by the completion of more than 55 tower foundations near Dalton, Gurrundah, Windowie and Adjungbilly. Construction of access tracks, access points and tower pads also continued across the project footprint to support ongoing tower installation works throughout 2026.

At Bannaby Substation, construction continued to progress with more than 191 piles drilled and poured, while mechanical and electrical installation works commenced. As construction activity increased, there was a corresponding increase in project vehicle movements and steel deliveries across local road networks. Transgrid and its delivery partners continued to work closely with local councils to manage road impacts, undertake road condition monitoring and implement traffic management measures in accordance with project approvals. All project fleet vehicles remained fitted with monitoring systems to ensure compliance with approved routes and road safety requirements.

Construction activities will continue to increase across the HumeLink East alignment throughout 2026. Key upcoming activities include ongoing tower assembly and erection in the Adjungbilly, Gurrundah and Bannister areas, as well as the commencement of helicopter stringing for the first transmission towers in April 2026.

At Bannaby Substation, upgrade works will continue with piling for gantry foundations, alongside ongoing mechanical and electrical installation activities. Access track, access point and tower pad construction will also continue across the alignment to support the next stages of transmission line construction.



Tower 376, first completed tower near Adjungbilly, in January 2026.



Piling near Adjungbilly in January 2026 and piling begins at the interface tower in March 2026.



Tower construction underway in January 2026.



Piling works underway, with reinforcement cages being installed and concrete poured to establish the structural foundations.

1.3 Responsibilities and reporting framework

Implementation and monitoring of the SIMP are coordinated by the AGJV Landowner and Community Manager, with oversight from Transgrid's Project Director. Quarterly reports are published on the project website to meet Condition B61 (h)(vi).

2. Progress in meeting SIMP targets

2.1 Key achievements this quarter

- 95% of complaints responded ≤24 hours.
- Second Construction Reference Group (CRG) held March 2026.
- Community information stalls were attended at the Tumut Show, Taralga Show and Yass Show in March 2026.
- Delivery of 18 Community Investment Projects commenced.
- Partnered with TAFE NSW to deliver pre-employment programs for students from Yass and Tumut High Schools.
- Five First Nations male students completed the Introduction to Light Automotive Program.
- Six First Nations female students completed the Introduction to Business Program.
- Four students commenced one-day-per-week traineeships with HumeLink East in 2026.

2.2 Summary of progress and key indicators

The following table provides a summary of key SIMP indicators and progress on the project.

Status	Count	%
Complete	4	4.7%
On Track	52	61 %
At Risk	1	1.15 %
Off Track	1	1.15 %
Not Started	27	32 %

2.3 Assessment against targets

We recognise the value of the upcoming Community Attitudes Survey in helping us better understand what is working well and where improvements may be needed across the project. This survey is anticipated to close in March 2026. The insights gathered will play an important role in shaping how we engage with Community.

We acknowledge that engagement with Upper Lachlan Shire Council and Goulburn Mulwaree Council, Destination NSW and tourism operators has been limited to date. As works progress there is a clear need to strengthen collaboration with key partners. We are committed to

engaging closely with these stakeholders to ensure that housing accessibility, tourism impacts, and workforce needs are clearly understood and transparently managed in the north of the project.

This collaboration will support a coordinated approach to balancing community expectations, industry requirements, and the practical needs of accommodating workers locally. Through these partnerships, we aim to strengthen visibility, improve planning, and ensure that decisions are informed by both community feedback and regional priorities.

2.4 Adaptive management measures implemented

In accordance with the Trigger Action Response Plan (TARP), one of the identified triggers is the number of complaints received relating to communication, dust, noise, or traffic. As outlined earlier in this report, this threshold was reached during the quarter. In response, the Project has reviewed the complaint themes in detail and escalated the findings to the Construction Director. Mitigation measures have been implemented in line with the TARP, ensuring that appropriate corrective actions are in place and monitored for effectiveness.

Section 4 provides a detailed analysis of the complaints received during the reporting period, the key trends identified, the mitigation measures implemented, and the outcomes of those actions.

3. Community engagement activities

3.1 Engagement undertaken this quarter

Between January and March 2026, the project team continued engagement with landowners, near neighbours, local organisations, Councils, emergency services and key stakeholders through a range of formal and informal channels.

A key engagement activity during the quarter was the Construction Reference Group (CRG) meeting held in March 2026, providing an opportunity for community representatives to discuss construction progress, traffic management, environmental matters and project communications.

The project team also maintained regular engagement with local Councils and emergency services to coordinate upcoming works, discuss local impacts and address community concerns. Community members were engaged through attendance at the Tumut, Taralga and Yass Shows, providing opportunities to share project updates and answer questions.

As part of the project's workforce development commitments, HumeLink East partnered with TAFE NSW to support pre-employment programs for local students and First Nations participants, helping build skills and pathways into employment.

The project team also worked with the 18 successful Community Investment and Benefits Program (CIBP) recipients to finalise funding agreements and commence projects that will deliver lasting community benefits across the HumeLink East project footprint.

Monthly construction updates and project notifications continued to be distributed throughout the quarter via email, direct communications and project information channels.

3.2 Stakeholder feedback and key themes

Key community priorities based on feedback from the Construction Reference Group in March 2026 included:

Community Engagement & Communication

- Upcoming construction activities and community notifications.
- Community engagement opportunities and local outreach activities.
- Project communications, including newsletters, SMS notifications and contact channels.
- Telecommunications coverage and booster site information.
- Mental Health First Aid training opportunities were highlighted.

Safety and Traffic Management

- Community road safety concerns relating to construction traffic.
- Measures to minimise impacts on residents and road users.
- Additional road safety signage and improvements.

Traffic & Road Management

- Traffic impacts associated with construction activities.
- Heavy vehicle movements and school bus interactions.
- Road condition and traffic management concerns.

Stakeholder Coordination

- Local employment reporting and procurement transparency were discussed.
- Water management and sourcing arrangements were reviewed.
- Planning approval and project footprint enquiries were raised.
- Ongoing coordination with councils and community stakeholders was maintained.
- Ongoing engagement with landowners/Councils, including earlier notice protocols.
- Roads Maintenance Agreements.

3.3 Planned engagement for next quarter

- Monthly LEOCON (Local Emergency Operations Controller-NSW Police) meeting to commence.
- Monthly Accommodation Check-In – HumeLink East SIMP Stage 2 (Upper Lachlan and Goulburn Mulwaree) to commence.
- Provide project updates at Yass Valley Business Chamber meetings on a bi-monthly basis.
- Construction Reference Group (CRG) meeting June 2026.



Community Investment Benefits program recipients – Coolac RFS (left) and Bookham Community Association.

4. Complaints received and responses

4.1 Summary of complaints

95% complaints received during the reporting period were acknowledged and responded to within 24 hours in accordance with the Project's complaints management process.

A review of the **57 complaints** received identified four key themes:

- Driver behaviour (17 complaints)
- Dust generation (13 complaints)
- Traffic changes and road conditions (7 complaints)
- Gates being left open on private properties (7 complaints)

These complaint themes were analysed to identify underlying causes and inform adaptive management measures. The following sections provide a summary of each theme, the mitigation measures implemented and the outcomes of those actions.

All complaints received during the reporting period were acknowledged and responded to within 24 hours. A review of the 57 complaints identified key themes including: driving behaviour, dust generation, increased truck movements and gates being left open.

17 complaints related specifically to driver behaviour, 13 related to dust impacts, 7 were about traffic changes and road condition, and 7 were about gates left open on properties.

4.2 Complaint trends and analysis

Below is a summary of the trends identified over the quarter, based on an analysis of community complaints.

Truck movements and driver behaviour

Concerns relating to vehicle behaviour and truck movements remained the most common complaint category for the second consecutive quarter.

In response, the Project has strengthened communication with project personnel, transport providers and contractors to reinforce expectations around safe, respectful and compliant driver

conduct. Vehicle tracking systems are also being used to monitor driver speed and vehicle movements, while mandatory driver behaviour and site access training continues as part of project inductions.

The following measures continue to support driver compliance and improve road safety:

- Vehicle speeds are continuously monitored, with any breaches managed in accordance with company disciplinary procedures.
- Weekly reporting of driver infringement notices is undertaken to identify trends and reinforce compliance.
- Ongoing engagement with transport providers ensures driver expectations remain clear and are consistently applied.

Dust management

Dust-related concerns again formed the second major theme for the quarter. Short-term and long-term dust suppression measures are continuing to be applied on the project.

The following dust management measures continue to be implemented:

- Increased water-cart usage, targeted wet-down of high-traffic areas, and adjustments to work sequencing during dry or windy conditions.
- Surface stabilisation, road maintenance, and evaluation of additional engineering controls to reduce dust generation at the source.

Gates being left open

Concerns about gates left open on properties was the third major theme of the quarter.

The following mitigation measures have been implemented and continue to be reinforced across the Project:

- Close the gate messaging delivered to all project personnel.
- Messages reiterated at toolbox, prestart and project meetings.

Appendices

Appendix A – Monitoring and Tracking Table (full dataset).

SIMP ID	Theme	Measure Summary	Key Indicator(s)	Target/Performance Criteria	Frequency	Data Source	Responsibility	Linked Plans	Desired Outcome	Status	Evidence Link	Baseline	Results/Data	Notes	Next Action	Owner	Due Date	Has TAMP / Link	LGA
SIMP04	Near neighbours & broader community	Targeted and stratified engagement measures, in accordance with Table 3 of the CCS.	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	Quantitative / Community Attitudes Survey and 'pulse checks.	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy	Stakeholder-reported understanding and satisfaction with communication methods remains high.	On Track		To be established through first Community Attitudes Survey / initial pulse check survey	Community Attitudes Survey data	Community Attitudes Survey is underway. Survey to close 30 Mar 2026.		AGIV Community & Stakeholder Engagement Manager	6/30/2025	Yes	All
SIMP04	Near neighbours & broader community	as above	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	Quantitative / Engagement activity log (i.e. consultation manager)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track		Initial call/complaint log (from ACIV start of contract works)	100%			AGIV Community & Stakeholder Engagement Manager		Yes	All
SIMP04	Near neighbours & broader community	as above	Notifications issued to residents and businesses within 500m of impactful works	100% issued at least 7 days in advance	Quarterly	Quantitative / Engagement activity log (i.e. consultation manager)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track		No baseline required. Absolute engagement target commitment	100%			AGIV Community & Stakeholder Engagement Manager		Yes	All
SIMP04, SIMP 07 SIMP05, SIMP 14, SIMP 21, SIMP 22, SIMP23	Near neighbours & broader community	Complaints Management Process	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	Quantitative + Qualitative / Complaints register and trend analysis (repeat issues)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track		No baseline required. Absolute engagement target commitment	95%			AGIV Community & Stakeholder Engagement Manager		Yes	All
SIMP14	Near neighbours & broader community	Use of KNOWhose software, regular monitoring and respite periods.	Non-compliance events during construction	0% non-compliance events that could cause amenity impacts	Monthly + Pulse checks in active work zones	Quantitative / Non-compliance reports.	AGIV Environment, Approvals and Sustainability Manager	Noise and Vibration Management Plan	Amenity impacts are minimised through monitoring, engagement and continuous improvement initiatives	Off Track		No baseline required. Absolute engagement target commitment				AGIV Environment, Approvals and Sustainability Manager		Yes	All
SIMP14, SIMP 07	Near neighbours & broader community	Ensuring good community engagement with receptors, working within standard hours unless approved out of hours, respite periods.	Response to complaints during construction	80% of complaints are responded within 24 hours and resolved to the complainant's satisfaction.	Monthly	Complaints Register	AGIV Community & Stakeholder Engagement Manager	Community Communication Strategy	Amenity impacts are minimised through monitoring, engagement and continuous improvement initiatives	On Track		Initial call/complaint log (from ACIV start of contract works)	100%			AGIV Community & Stakeholder Engagement Manager		Yes	All
SIMP14	Near neighbours & broader community	Monitor indicator: Trend in complaints over project lifecycle	Trend in complaints over project lifecycle	Demonstrated long-term reduction in complaints (e.g. after mitigation strategies implemented)	Annually	Quantitative + Qualitative / Complaints register and trend analysis (repeat issues)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy	Amenity impacts are minimised through monitoring, engagement and continuous improvement initiatives	On Track		Initial call/complaint log (from ACIV start of contract works)	Trend analysis			AGIV Community & Stakeholder Engagement Manager		Yes	All
SIMP 16	Near neighbours & broader community	Disturbed area revegetated within a defined timeframe after construction activities are complete	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	Weekly during the revegetation period, Quarterly reports thereafter	Quantitative / Revegetation and rehabilitation reporting	AGIV Environment, Approvals and Sustainability Manager	Biodiversity Management Plan	The project adequately manages and enhances aesthetic values in the social locality	Not Started		No baseline required. Absolute engagement target commitment		Not started - will commence on completion of construction.		AGIV Environment, Approvals and Sustainability Manager		No	All
SIMP 16	Near neighbours & broader community	Community engagement with receptors and broader stakeholders.	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	Qualitative / Engagement activity log (i.e. consultation manager)	AGIV Environment, Approvals and Sustainability Manager	Biodiversity Management Plan	The project adequately manages and enhances aesthetic values in the social locality	On Track		No baseline required. Absolute engagement target commitment				AGIV Environment, Approvals and Sustainability Manager		Yes	Goulburn Mulwaree
SIMP 16	Near neighbours & broader community	Community engagement with receptors and broader stakeholders.	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	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGIV Environment, Approvals and Sustainability Manager	Biodiversity Management Plan	The project adequately manages and enhances aesthetic values in the social locality	On Track		No baseline required. Absolute engagement target commitment				AGIV Environment, Approvals and Sustainability Manager		Yes	Upper Lachlan
SIMP 16	Near neighbours & broader community	Community engagement with receptors and broader stakeholders.	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	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGIV Environment, Approvals and Sustainability Manager	Biodiversity Management Plan	The project adequately manages and enhances aesthetic values in the social locality	On Track		No baseline required. Absolute engagement target commitment				AGIV Environment, Approvals and Sustainability Manager		Yes	Yass Valley
SIMP 16	Near neighbours & broader community	Community engagement with receptors and broader stakeholders.	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	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGIV Environment, Approvals and Sustainability Manager	Biodiversity Management Plan	The project adequately manages and enhances aesthetic values in the social locality	Not Started		No baseline required. Absolute engagement target commitment		Not started - will commence on completion of construction.		AGIV Environment, Approvals and Sustainability Manager		Yes	Hilltops
SIMP 16	Near neighbours & broader community	Community engagement with receptors and broader stakeholders.	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	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGIV Environment, Approvals and Sustainability Manager	Biodiversity Management Plan	The project adequately manages and enhances aesthetic values in the social locality	On Track		No baseline required. Absolute engagement target commitment				AGIV Environment, Approvals and Sustainability Manager		Yes	Snowy Valleys
SIMP 16	Near neighbours & broader community	Community engagement with receptors and broader stakeholders.	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	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGIV Environment, Approvals and Sustainability Manager	Biodiversity Management Plan	The project adequately manages and enhances aesthetic values in the social locality	Not Started		No baseline required. Absolute engagement target commitment		Not started - will commence on completion of construction.		AGIV Environment, Approvals and Sustainability Manager		Yes	Cootamundra Gundagai
SIMP 07, SIMP 09 and SIMP 21	Near neighbours & broader community	Coordinate with emergency services to ensure timely access to areas during construction	Emergency Services coordination	At least one meeting with Emergency Services per month during construction	Monthly	Quantitative / Engagement activity log (i.e. consultation manager)	AGIV Traffic Manager	Traffic and Transport Management Plan	The Project will minimise disruption to road user by effectively managing road closures, detours, and traffic flow during construction activities	On Track		No baseline. Minimum engagement commitment.	Qly meetings are in place. Monthly meetings established from March 2026.			AGIV Traffic Manager		Yes	All
SIMP 07	Near neighbours & broader community	Road dilapidation surveys and road condition monitoring	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	Quantitative / Pre and post construction road dilapidation surveys	AGIV Traffic Manager	Traffic and Transport Management Plan	The Project will minimise disruption to road user by minimising disruption to vehicle access	On Track		Pre-construction dilapidation surveys (2025)	Pre-construction dilapidation surveys undertaken			AGIV Traffic Manager		No	All
SIMP 08	Near neighbours & broader community	Clear communications about expected disruptions and alternative routes or modes of transport. Establish transport assistance services for those with limited transport option (e.g shuttle buses or vouchers for taxi's etc)	Communication channels used to update on transport disruptions	Use at least three channels	Monthly + Pulse checks in active work zones	Quantitative / Engagement activity log (i.e. consultation manager) (e.g. email distributions, SMS logs, signage deployment, social media posts)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy	The Project will reduce the stress and financial burden on residents by minimising disruption to vehicle access	On Track		No baseline. Minimum engagement commitment.	3 channels utilised	Examples include the following: Direct communication to impacted residents - recorded in Salesforce, Monthly constructing updates emailed, work notifications delivered to residents		AGIV Community & Stakeholder Engagement Manager		Yes	All

SIMP 08	Near neighbours & broader community	As above	Community satisfaction with communication effectiveness	At least 75% positive response in surveys	Annually + Pulse checks in active work zones	Quantitative + Qualitative / Community Attitudes Survey and pulse check surveys	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track		Baseline to be established via first Community Attitudes Survey and initial pulse checks (late 2025)	Community Attitudes Survey data	Community Attitudes Survey is underway. Survey to close 30 Mar 2026.		AGIV Community & Stakeholder Engagement Manager	Yes	All
SIMP 08	Near neighbours & broader community	Complaints Management Process	Enquiries or complaints related to communication	All complaints responded to within 24 hours	Monthly + Pulse checks in active work zones	Quantitative / Complaints register and response logs	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	At Risk		Initial call/complaint log from ACIV start of contract works)	96%			AGIV Community & Stakeholder Engagement Manager	No	All
SIMP 08 and SIMP 22	Near neighbours & broader community	Clear communications about expected disruptions and alternative routes or modes of transport. Establish transport assistance services for those with limited transport option (e.g. shuttle buses or vouchers for taxi/cab)	Notifications issued ahead of cultural heritage training and site monitoring reports	Provided at least seven days in advance	Monthly	Quantitative / Engagement activity log (i.e. consultation manager) e.g. date-stamped email/SMS/letter delivery register)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track		No baseline; compliance tracking.	100%			AGIV Community & Stakeholder Engagement Manager	Yes	All
SIMP 04 and SIMP 07	Near neighbours & broader community	Targeted engagement for TWA period in Crookwell and Goulburn	Targeted Communication Action Plan implemented for TWA Accommodation (Crookwell & Goulburn)	Action Plan approved and maintained	Monthly	CAP status	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy	The Project minimises impacts on temporary accommodation providers during major tourist events and peak seasons	Not Started		Not required (activation target)				AGIV Community & Stakeholder Engagement Manager	No	All
SIMP 12	Cultural awareness & heritage	Aboriginal people are actively engaged; incorporate Aboriginal culture values into Project planning and execution.	Workforce completion rate for cultural heritage training and toolbox inductions	100% of workforce complete training	Monthly	Quantitative / workforce participation data captured in WSAT system	AGIV Aboriginal Participation Manager	Construction Environmental Management Plan	The Project supports and strengthens Aboriginal Cultural Heritage	On Track		No baseline required. Absolute target - monitored by WSAT system.	Completed as part of mandatory induction.			AGIV Aboriginal Participation Manager	Yes	All
SIMP 12	Cultural awareness & heritage	Minimise land use impacts through culturally informed land management strategies	Safeguarding of identified cultural heritage sites	100% of sites protected through appropriate mitigation (e.g., buffer zones, restricted access)	Monthly	Quantitative / Environmental compliance audits and site monitoring reports	AGIV Aboriginal Participation Manager	Heritage Management Plan	as above	On Track	31/2026 Environmental data	No baseline; compliance tracking.	Heritage sites that may be impacted by the project have mitigation measures in place. If there is a site adjacent to the works this is made an exclusion zone and cordoned off as appropriate.			AGIV Aboriginal Participation Manager	Yes	All
SIMP 12	Cultural awareness & heritage	Facilitate community consultations to ensure Aboriginal voices guide the project's development	Community feedback on cultural heritage preservation	Positive feedback from Aboriginal communities	Monthly + Pulse checks in active work zones	Qualitative / Community Attitudes Surveys, engagement session records, and feedback logs from Aboriginal stakeholders	AGIV Aboriginal Participation Manager	Heritage Management Plan	The Project supports and strengthens Aboriginal Cultural Heritage	On Track		Baseline to be established through initial Aboriginal stakeholder pulse checks and first Community Attitudes Survey (June 2025)	Pending Community Attitudes Survey.	HLE has established a Aboriginal Working Group, members from the 3 LALCs, as well as NSW Aboriginal Affairs, Transgrid and the project meet regularly.		AGIV Aboriginal Participation Manager	No	All
SIMP 13	Cultural awareness & heritage	Develop public awareness campaigns about the significance of local cultural heritage, provide funding or resources to community-led cultural heritage preservation initiatives.	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 LALCs (LALCs)	Monthly	Quantitative / Engagement activity log (i.e. consultation manager)	AGIV Aboriginal Participation Manager	Local Business and Employment Strategy	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	On Track		No baseline. Minimum engagement commitment.	On track see notes	Two events held to date, HLE has delivered the following: "Care for Country" in Oberon/County (Yass) for project leaders, led by local Aboriginal people to explain local culture. The Brungle/Tumut Elders recently attended a site visit to view Towers near Adangully. HLE has worked with the LALCs for significant indigenous events including NAIDOC week, National Reconciliation week and Language Week. This is ongoing. Planning is underway for a session on artefact handling, to align with Science Week 2026.		AGIV Aboriginal Participation Manager	Yes	All
SIMP03, SIMP09, SIMP15 and SIMP 17	Housing affordability & availability for locals	Maximise local employment opportunities	% 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	Quantitative / Workforce participation data from WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan	The Project does not impact housing affordability and availability for locals	On Track		No baseline required. Absolute target - monitored by WSAT system		As at March 2026, the project has employed 242 local workforce (27.3%). All LGAs are >0% local employment		AGIV Workforce Development and Participation Manager	Yes	All
SIMP03	Housing affordability & availability for locals	Maximise local employment opportunities, workforce accommodation register, establish Workforce Accommodation Camps	Rental price trends and community sentiment	Evidence of monthly rental market data review and analysis	Monthly	Quantitative + Qualitative / SQM Research data, engagement activity log (i.e. consultation manager), community attitudes survey	AGIV Workforce Development and Participation Manager	Accommodation Management Plan(s)	as above	Not Started		Baseline: 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)	Community Attitudes Survey closing 30/3/26	Community Attitudes Survey closing 30/3/26		AGIV Workforce Development and Participation Manager	No	All
SIMP03	Housing affordability & availability for locals	as above	Conduct regular pulse check surveys with key stakeholders during peak workforce periods to assess community concerns around displacement and housing stress.	Evidence of pulse check surveys during peak workforce periods across active work zones.	Pulse checks in active work zones	Qualitative / Engagement activity log (i.e. Consultation Manager), Pulse check survey results with trend tracking	AGIV Community & Stakeholder Engagement Manager	Accommodation Management Plan(s)	as above	Not Started		Baseline to be established via initial pulse checks (late 2025)	Community Attitudes Survey closing 30/3/26	Community Attitudes Survey closing 30/3/26		AGIV Community & Stakeholder Engagement Manager	No	All
SIMP03	Housing affordability & availability for locals	as above	Workforce accommodation camps established and operational	Camps at Adangully and Yass operational prior to peak demand period	Prior to relevant peak demand period	Accommodation camp occupancy reports	AGIV Workforce Development and Participation Manager	Accommodation Management Plan(s)	The Project does not impact housing affordability and availability for locals.	Complete		No baseline; compliance tracking.	Both camps operational.			AGIV Workforce Development and Participation Manager	No	All
SIMP03, SIMP01 and SIMP 21	Housing affordability & availability for locals	Stage 2 Smp specific: Dedicated Accommodation Coordinator for the temporary works affected Crookwell and Goulburn (due to removal of accommodation camp at crookwell)	Dedicated Accommodation Coordinator in place	Role agreed and contact channel operational	Prior to relevant peak demand period	Org chart and role description	AGIV Community & Stakeholder Engagement Manager	Temporary Workforce Accommodation Plan	The Project minimises impacts on temporary accommodation providers during major tourist events and peak seasons e.g. Yass Show, Irish and Celtic Music Festival, Marumbatman Field Day, and other major events across all LGAs affected by the Project. The Project does not impact housing affordability and availability for locals.	On Track		No baseline; (activation target)	AGIV has appointed a dedicated Travel Coordinator for the Project.			AGIV Community & Stakeholder Engagement Manager	No	All

SIMP03, SIMP01 and SIMP 21	Housing affordability & availability for locals	Stage 2 5mp specific: Prioritise use of commercial accommodation (over residential) rentals. Maintain a workforce accommodation registers.	Accommodation distribution vs. capacity (by LGA & provider type incl. short-stay/airbnb)	Demonstrated evidence that workforce accommodation demand is met without unmanaged displacement of local residents or visitors (Tracked monthly by LGA and provider type)	Monthly + pulse checks in active work zones.	Accommodation register, occupancy reports, signed allocation agreements, booking data, council/provider engagement records, pulse check survey results	Dedicated Accommodation Coordinator.	Temporary Workforce Accommodation Plan	The Project minimises impacts on temporary accommodation providers during major tourist events and peak seasons e.g. Yass Show, Irish and Celtic Music Festival, Murrumbidgean Field Day, and other major events across all LGAs affected by the Project.	On Track		June 2025 SQM rental market data and initial engagement sentiment. Sentiment baseline to be established via first Community Attitudes Survey and initial pulse checks (late 2025)	Worker Accommodation register is maintained. Community Attitudes Survey underway			Dedicated Accommodation Coordinator.	No	All
SIMP03	Housing affordability & availability for locals	Stage 2 5mp specific: Dedicated Accommodation Coordinator for the temporary works affected Crookwell and Goulburn (due to removal of accommodation camp at crookwell)	Displacement / housing-stress sentiment (pulse-check tracking)	Concerns identified and trend stable or improving; where a negative trend is detected, corrective action lagged within 1 month	Pulse checks during peak workforce periods in active work zones; monthly summary during Stage 2	Pulse-check survey results; complaints register (housing/displacement category); engagement logs; actions register & close-out evidence	AGIV Community & Stakeholder Engagement Manager	Temporary Workforce Accommodation Plan Community Communications Strategy	The Project does not impact housing affordability and availability for locals.	Not Started		Initial pulse-check results (late 2025) and first Annual Community Attitudes Survey	Community Attitudes Survey closing 30/3/26			AGIV Community & Stakeholder Engagement Manager	No	All
SIMP 01 and SIMP 02	Tourism & visitor economy	Regular liaison with Council and event organisers to understand upcoming events, carry out activities in a way that minimise any interference or disruption to special events. Collaborate with local tourism operators to ensure key events are not adversely impacted by accommodation shortages. Coordinate community activities.	Complaints from temporary accommodation providers to tourism bodies	Accommodation provider and tourism stakeholder satisfaction maintained during major events	Pulse checks during peak regional tourism periods + monthly reporting	Qualitative / Pulse check surveys, stakeholder interviews, and engagement activity log (i.e. consultation manager)	AGIV Community & Stakeholder Engagement Manager	Community Communication Strategy	The Project minimises impacts on temporary accommodation providers during major tourist events and peak seasons e.g. Yass Show, Irish and Celtic Music Festival, Murrumbidgean Field Day, and other major events across all LGAs affected by the Project. Increased local spend from non-resident workers and project representatives has provided short-term benefits to the visitor economy in LGAs.	On Track		Baseline to be established through initial pulse checks				AGIV Community & Stakeholder Engagement Manager	No	All
SIMP 01 and SIMP 02	Tourism & visitor economy	Coordinate communication strategies with LGA, tourism services, visitor information centre and Destination NSW networks for transparency with potential visitors. Provide visitor project information	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	Qualitative / Pulse check surveys, business roundtables, and engagement activity log (i.e. consultation manager)	AGIV Community & Stakeholder Engagement Manager	Community Communication Strategy		Not Started		Baseline to be established through initial pulse checks				AGIV Community & Stakeholder Engagement Manager	No	All
SIMP 01	Tourism & visitor economy	As above	Engagement with Destination Networks and local councils	Quarterly engagement meetings held	Quarterly	Quantitative / Engagement activity log (i.e. consultation manager), meeting agendas and attendance logs	AGIV Community & Stakeholder Engagement Manager	Community Communication Strategy		Not Started		No baseline required – absolute target of quarterly engagement				AGIV Community & Stakeholder Engagement Manager	No	All
SIMP 01	Tourism & visitor economy	as above	Visitor facing communication initiative per LGA during peak tourism periods	At least one visitor facing communications initiative annually	Annually	Quantitative / Project communications register, website screenshots, signage photos, and consultation manager log	AGIV Community & Stakeholder Engagement Manager	Community Communication Strategy		Not Started		No baseline required – absolute target of one initiative per LGA annually				AGIV Community & Stakeholder Engagement Manager	Yes	All
SIMP01, SIMP02, SIMP03	Tourism & visitor economy	Incorporate tourism accommodation coordination into the Accommodation Coordinator Role. This includes dynamic schedule of bookings, liaison with Destination Networks and local councils, and monitoring of availability in major events/holiday periods. Advance agreements with accommodation providers. (Crookwell & Goulburn)	Protection of major event accommodation periods (Crookwell & Goulburn)	100% Council-identified major event periods are protected via advance bookings or vacancy guarantees	Pulse checks during event months + monthly reporting when events occur	Signed provider agreements/MOUs and allocations; council meeting minutes & event calendars; week-prior and week-of vacancy snapshots; complaints register (tourism/accommodation category)	Dedicated Accommodation Coordinator; AGIV Community & Stakeholder Engagement Manager	Temporary Workforce Accommodation Plan and Targeted Communication Actions Plan (under Community Communication Strategy)		On Track		Agreed FY26/27 event calendar with councils (date of agreement) and initial vacancy snapshot before first protected event period				Dedicated Accommodation Coordinator; AGIV Community & Stakeholder Engagement Manager	Yes	All
SIMP01, SIMP02, SIMP03	Tourism & visitor economy	as above	Protection of major event accommodation periods (Crookwell & Goulburn)	zero complaints from accommodation/tourism bodies about project-related vacancy shortfalls during those periods	Pulse checks during event months + monthly reporting when events occur	Signed provider agreements/MOUs and allocations; council meeting minutes & event calendars; week-prior and week-of vacancy snapshots; complaints register	Dedicated Accommodation Coordinator; AGIV Community & Stakeholder Engagement Manager	Temporary Workforce Accommodation Plan and Targeted Communication Actions Plan (under Community Communication Strategy)		On Track		Agreed FY26/27 event calendar with councils (date of agreement) and initial vacancy snapshot before first protected event period				Dedicated Accommodation Coordinator; AGIV Community & Stakeholder Engagement Manager	Yes	All
SIMP01, SIMP02, SIMP03	Tourism & visitor economy	as above	Protection of major event accommodation periods (Crookwell & Goulburn)	90% of providers involved in project-related accommodation agree their business needs were considered and respected.	Pulse checks during event months + monthly reporting when events occur	Signed provider agreements/MOUs and allocations; council meeting minutes & event calendars; week-prior and week-of vacancy snapshots; complaints register	Dedicated Accommodation Coordinator; AGIV Community & Stakeholder Engagement Manager	Temporary Workforce Accommodation Plan and Targeted Communication Actions Plan (under Community Communication Strategy)		Not Started		Agreed FY26/27 event calendar with councils (date of agreement) and initial vacancy snapshot before first protected event period				Dedicated Accommodation Coordinator; AGIV Community & Stakeholder Engagement Manager	Yes	All
SIMP17 and SIMP11	Labour draw & local business/services	Deliver pre-employment training, skills programs, internships, and engagement forums to promote workforce diversity and community participation.	Aboriginal workforce participation	2.5% Aboriginal Workforce	As at 31 March 2026, the project has employed 71 people under the age of 25 years.	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	As at 31 March 2026, the project has employed 32 First Nations people.			AGIV Workforce Development and Participation Manager	Yes	All
SIMP17 and SIMP11	Labour draw & local business/services	as above	Under 25s workforce participation	10% Under 25s	Monthly during construction	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	As at 31 March 2026, the project has employed 71 people under the age of 25 years.			AGIV Workforce Development and Participation Manager	Yes	All
SIMP17 and SIMP11	Labour draw & local business/services	as above	Over 55s workforce participation	10% Over 55s	Monthly during construction	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	As at 31 March 2026, the project has employed 143 mature aged workers, 16.1%. Exceeded target.			AGIV Workforce Development and Participation Manager	Yes	All
SIMP17 and SIMP11	Labour draw & local business/services	as above	People with disabilities in workforce	2% People with disabilities.	Monthly during construction	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan		At Risk		No baseline required. Absolute target – monitored by WSAT system				AGIV Workforce Development and Participation Manager	Yes	All

SIMP17 and SIMP11	Labour draw & local business/services	as above	Cultural identity – NESB	25% Cultural identity (identified as NESB)	Monthly during construction	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	As at 31 March 2026, the project has employed 160 people who identify as having a NESB background, 18.0%.			AGIV Workforce Development and Participation Manager		Yes	All
SIMP17 and SIMP11	Labour draw & local business/services	as above	Female participation	Female participation targets: 4% blue collar and 13% white collar	Monthly during construction	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	As at 31 March 2026 41 females are employed in a BC role and 91 females in a WC role.			AGIV Workforce Development and Participation Manager		Yes	All
SIMP17 and SIMP11	Labour draw & local business/services	Provide flexible employment options. Embed local workforce participation expectations in procurement processes for contractors and consultants. Identify and promote employment and	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	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	Ongoing structured mentoring programs established to support underrepresented groups.			AGIV Workforce Development and Participation Manager		Yes	All
SIMP17 and SIMP11	Labour draw & local business/services	as above	Career progression (underrepresented groups)	50% of underrepresented workers (Aboriginal, under 25%, over 55s, people with disabilities) to be employed in skilled positions or progress through further training	Monthly during construction	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	Structured learning worker programs being rolled out.			AGIV Workforce Development and Participation Manager		Yes	All
SIMP17 and SIMP11	Labour draw & local business/services	as above	Workforce in training/apprenticeships	10% of workforce participate in training and apprenticeship opportunities throughout construction	Monthly during construction	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	Target is on track through the combination of learning workers, trainees and SBATs employed on the project.			AGIV Workforce Development and Participation Manager		Yes	All
SIMP17 and SIMP11	Labour draw & local business/services	as above	Apprenticeship/trainee transition	80% transition rate for apprentices and trainees into permanent positions or further training after the project ends	Monthly	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	On track with 2 trainees already completed their study and now employed FT in ongoing roles.			AGIV Workforce Development and Participation Manager		Yes	All
SIMP 11	Labour draw & local business/services	as above	Aboriginal graduate and undergraduate recruitment	≥1 graduate or ≥1 undergraduate Aboriginal participant engaged	Annually	Quantitative / workforce participation data captured in WSAT system	AGIV Aboriginal Participation Manager	Local Business and Employment Strategy		On Track		No baseline required. Absolute target – monitored by WSAT system	One undergraduate employed in Emviro team			AGIV Aboriginal Participation Manager		Yes	All
SIMP 11	Labour draw & local business/services	as above	Business skills scholarships	≥3 scholarships in entrepreneurship and business skills	Annually	Quantitative / workforce participation data captured in WSAT system	AGIV Aboriginal Participation Manager	Local Business and Employment Strategy		On Track		No baseline required. Absolute target – monitored by WSAT system	This measure was revised to recognise Aboriginal and Torres Strait Islander businesses by the delivery of a business support progrs, known as Business Buzz.			AGIV Aboriginal Participation Manager		Yes	All
SIMP 11	Labour draw & local business/services	as above	Pre-employment program participation	Enrol ≥ 12 Aboriginal participants in the pre-employment program and pursue employment for all successful graduates.	Annually	Quantitative / workforce participation data captured in WSAT system	AGIV Aboriginal Participation Manager	Local Business and Employment Strategy		Complete		No baseline required. Absolute target – monitored by WSAT system	As at 31 March 2026, more than 15 Aboriginal people have been enrolled in preemployment programs, some progressing to employment.			AGIV Aboriginal Participation Manager		Yes	All
SIMP 11	Labour draw & local business/services	Targeted campaigns to develop local capacity, market scans to identify opportunities for Aboriginal, local and social enterprise, breaking down subcontract work packages etc etc.	Aboriginal business sustainability	75% success rate for Aboriginal businesses (post-certification) in maintaining operations or scaling after the project concludes	Annually	Quantitative / workforce participation data captured in WSAT system	AGIV Aboriginal Participation Manager	Local Business and Employment Strategy		Not Started		No baseline required. Absolute target – monitored by WSAT system				AGIV Aboriginal Participation Manager		Yes	All
SIMP 11	Labour draw & local business/services	as above	Number of Australian SMEs engaged in supply chain	At least 30 Australian SMEs engaged	Monthly	Quantitative / workforce participation data captured in WSAT system	AGIV Project Procurement Manager	Local Business and Employment Strategy		Complete		No baseline required. Absolute target – monitored by WSAT system				AGIV Project Procurement Manager		Yes	All
SIMP 11	Labour draw & local business/services	as above	Number of local and regional enterprises engaged	At least 30 local and regional enterprises engaged	Monthly	Quantitative / workforce participation data captured in WSAT system	AGIV Project Procurement Manager	Local Business and Employment Strategy		Complete		No baseline required. Absolute target – monitored by WSAT system				AGIV Project Procurement Manager		Yes	All
SIMP 11	Labour draw & local business/services	as above	APP compliance – Australian business participation	At least 25% of total project cost from Australian businesses	Monthly	Quantitative / workforce participation data captured in WSAT system	AGIV Project Procurement Manager	Local Business and Employment Strategy		Not Started		No baseline required. Absolute target – monitored by WSAT system				AGIV Project Procurement Manager		Yes	All
SIMP 11	Labour draw & local business/services	as above	APP compliance – Study Area participation	At least 10% of total project cost from the Study Area	Monthly	Quantitative / workforce participation data captured in WSAT system	AGIV Project Procurement Manager	Local Business and Employment Strategy		Not Started		No baseline required. Absolute target – monitored by WSAT system				AGIV Project Procurement Manager		Yes	All

SIMP 11	Labour draw & local business/services	as above	Local/regional business impact perception	Local/regional businesses report a positive financial impact from engaging in the project	Monthly	Quantitative + Qualitative / Procurement register, WSAT data, subcontractor forum feedback, engagement records, business perception surveys, and benchmark audits	AGIV Project Procurement Manager	Local Business and Employment Strategy		Not Started		Baseline to be established through initial subcontractor forum feedback and procurement participation records at start of civil works				AGIV Project Procurement Manager		No	All
SIMP 9 and SIMP 13	Access to social infrastructure & services	Impairment workforce wellness program, including preventative health initiative and access to mental health support	% of workforce engaged in wellness initiatives	90% of workforce engaged in at least one wellness initiative during each construction year	Annually	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Industry Participation Manager	Local Business and Employment Strategy		On Track		Absolute target – monitored via WSAT system from AGIV commencement		Variety of wellness programs / initiatives rolled out including 'Healthy Tradie' sessions, mental health first aid and community volunteer work.		AGIV Workforce Development and Industry Participation Manager		Yes	All
SIMP 9 and SIMP 15	Access to social infrastructure & services	as above	Worker satisfaction with wellness initiatives	At least 85% satisfaction from workers regarding wellness programs	Annually	Quantitative / workforce participation data captured in WSAT system	AGIV Workforce Development and Industry Participation Manager	Worker and Workforce Development Plan		On Track		Baseline to be established via initial worker feedback and WSAT surveys (late 2025)				AGIV Workforce Development and Industry Participation Manager		Yes	All
SIMP 9 and SIMP 15	Access to social infrastructure & services	Provision of onsite medical support, clear escalation procedures, ensure workforce accommodation equipped with first aid facilities and trained staff are available	First aid and emergency preparedness	100% of workforce accommodation sites have designated first aid facilities and trained personnel available during operational hours	Monthly	Quantitative / site audit reports and compliance checklists	AGIV Safety Manager	Temporary Workforce Accommodation Plan(s)		On Track		No baseline required – absolute target of 100% site coverage	100%	First aid facilities at camp operational and trained personnel available during operational hours. Paramedic on site during work hours.		AGIV Safety Manager		Yes	All
SIMP 9 and SIMP 15	Access to social infrastructure & services	as above	Emergency escalation protocols	All sites maintain a documented and tested escalation procedure for medical emergencies	Monthly	Quantitative / site emergency drill records and incident logs	AGIV Safety Manager	Emergency Management Plan		On Track		No baseline required – compliance measure against emergency plan provisions	Emergency escalation protocols in place.			AGIV Safety Manager		No	All
SIMP 10	Access to social infrastructure & services	Engage local suppliers and prioritise contracts with local businesses to stabilise supply and prices. Encourage workforce integration by promoting temporary workforce spending	Shortages of key goods/services reported	No reported shortages of key goods and services during the construction of HLE.	Monthly	Qualitative / complaints register and feedback via Consultation Manager	AGIV Community and Stakeholder Engagement Manager	Community Communication Strategy		On Track		Initial complaints or local business feedback log (e.g Sales Force) from 2025	No reports of shortages.			AGIV Community and Stakeholder Engagement Manager		No	All
SIMP 10	Access to social infrastructure & services	as above	Feedback on economic impact	Greater than 70% of business and local residents report satisfaction economic impact in Annual Community Attitudes Survey	Annually	Quantitative + Qualitative / Community Attitudes Survey and business feedback	AGIV Community and Stakeholder Engagement Manager	Community Communication Strategy		Not Started		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys	Community Attitudes Survey data	Community Attitudes Survey is underway. Survey to close 30 Mar 2026.		AGIV Community and Stakeholder Engagement Manager		Yes	All
SIMP 10	Access to social infrastructure & services	as above	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	Quantitative + Qualitative / Community Attitudes Survey and business feedback	AGIV Community and Stakeholder Engagement Manager	Community Communication Strategy		Not Started		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys	Community Attitudes Survey data	Community Attitudes Survey is underway. Survey to close 30 Mar 2026.		AGIV Community and Stakeholder Engagement Manager		Yes	All
SIMP 18 and SIMP 19	Access to social infrastructure & services	Implementation of Community Investment and Benefits Plan that is informed by engagement with local LGAs and stakeholder groups and provides long term value. Regularly check on progress	Community mental health initiatives	At least one partnership, community grant or benefit awarded to support mental health initiatives	Annually	Quantitative / Community Investment Register and Project Reports	AGIV Community Investment and Benefit Lead	Community Investment and Benefit Plan		Not Started		No baseline required – minimum community benefit commitment				AGIV Community Investment and Benefit Lead		Yes	All
SIMP 18 and SIMP 19	Access to social infrastructure & services	as above	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	Qualitative + Quantitative / Social investment records, grant recipient reports, community attitudes survey outcomes, complaints register, CCS engagement mechanisms (e.g. 24/7 line, Place Managers)	AGIV Community and Stakeholder Engagement Manager	This SIMP		Not Started		No baseline required. Continuous improvement model based on ongoing feedback and performance tracking.				AGIV Community and Stakeholder Engagement Manager		No	All
SIMP 09 and SIMP 21	Access to social infrastructure & services	Meetings held with Emergency Services to identify any trends, in service demand and monitor ambulance and police call-out attributed to the Project. Work with local councils and transport authorities to plan	Emergency response performance	Zero reported delays in emergency service response times, due to construction	Monthly + Pulse checks in active work zones	Quantitative + Qualitative / Meeting minutes and agendas, attendance logs, follow-up correspondence with emergency services, complaints register, and pulse check survey outcomes	AGIV Traffic Manager	Traffic and Transport Management Plan		On Track		No baseline required. Absolute performance target.		Meetings held with Emergency Services representatives.		AGIV Traffic Manager		Yes	All
SIMP 05 and SIMP 06	Community cohesion, safety, health & wellbeing	Community Engagement and Communication including regular provision of Project updates through community events and opportunities.	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	Qualitative and quantitative / Annual Community Attitudes Survey and pulse checks	AGIV Community Investment and Benefit Lead	Community Investment and Benefit Plan		Not Started		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2025)	Community Attitudes Survey data	Community Attitudes Survey is underway. Survey to close 30 Mar 2026.		AGIV Community Investment and Benefit Lead		Yes	All
SIMP 05 and SIMP 06	Community cohesion, safety, health & wellbeing	Community Engagement and Communication including regular provision of Project updates through community events and opportunities.	Community sentiment toward temporary workers	Greater than 70% of residents 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	Qualitative and quantitative / Annual Community Attitudes Survey and pulse checks	AGIV Community Investment and Benefit Lead	Community Investment and Benefit Plan		Not Started		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2025)	Community Attitudes Survey data	Community Attitudes Survey is underway. Survey to close 30 Mar 2026.		AGIV Community Investment and Benefit Lead		Yes	All

SIMP 05 and SIMP 06	Community cohesion, safety, health & wellbeing	Invest in local community projects by allocating a portion of the project budget for funding community cohesion programs or initiatives facilitate workforce participation in local	Community investment	Minimum two community projects funded or sponsored during each calendar year	Annually	Quantitative / Community Investment Register and Project Reports	AGIV Community Investment and Benefit Lead	Community Investment and Benefit Plan		On Track		No baseline. Minimum community benefit commitment.	18 CIBP initiatives selected.	CIBP being rolled out.		AGIV Community Investment and Benefits Lead		No	All
SIMP 05 and SIMP 06	Community cohesion, safety, health & wellbeing	As above	Workforce participation in local activities	At least one community-based workforce participation initiative implemented in each affected LGA during construction	Annually	Quantitative / Workforce Participation Log and Engagement activity log (i.e. consultation manager)	AGIV Community and Stakeholder Engagement Manager	Community Communication Strategy		Not Started		No baseline. Minimum engagement commitment.		Planning underway.		AGIV Workforce Development and Industry Participation		Yes	All
SIMP 05 and SIMP 06	Community cohesion, safety, health & wellbeing	Cultural Awareness Training for Workers that is to enhance their awareness of local customs, values, and concerns. Develop and enforce a code of conduct that outlines expected behaviours of workers within	Code of Conduct awareness	Maintain >85% workforce awareness of Code of Conduct obligations	Quarterly	Quantitative / Training records, staff surveys, and site audits.	AGIV Workforce Development and Industry Participation	Worker and Workforce Development Plan		On Track		No baseline required – absolute target of awareness.	100% of cultural awareness training completed by employees	As part of the project induction, all workforce, including subcontractors must complete online training for cultural awareness, tackling corruption and unlawful behaviour and code of conduct training.		AGIV Workforce Development and Industry Participation		Yes	All
SIMP 20	Cumulative / Interface with other SSD projects	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. PMPs also define agreed access arrangements, biosecurity measures, and dispute resolution pathways, helping landowners retain control and reduce stress and inconvenience.	PMP completion	100% completion of PMPs prior to commencement of works on relevant property	Monthly	Quantitative / Individual Property Management Plan Tracker	AGIV Community and Stakeholder Engagement Manager	Individual Property Management Plan		On Track		No baseline required. Absolute engagement target commitment.	100%			AGIV Community and Stakeholder Engagement Manager		Yes	All
SIMP 24	Cumulative / Interface with other SSD projects	Implement CDS to rebuild trust that considers localised engagement plans for LGAs's and urban centres as appropriate.	Satisfaction with engagement	>70% report satisfaction in the Annual Community Attitudes Survey	Annually	Quantitative / Community Attitudes Survey	AGIV Community and Stakeholder Engagement Manager	Community Communication Strategy		Not Started		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys	Community Attitudes Survey data	Community Attitudes Survey is underway. Survey to close 30 Mar 2026.		AGIV Community and Stakeholder Engagement Manager		Yes	All
SIMP 24	Cumulative / Interface with other SSD projects	As above	Trust perception improvement	Stable or improved results in trust-related survey metrics	Annually	Qualitative / Survey sentiment analysis and stakeholder feedback summaries	AGIV Community and Stakeholder Engagement Manager	Community Communication Strategy		Not Started		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2023).	Community Attitudes Survey data	Community Attitudes Survey is underway. Survey to close 30 Mar 2026.		AGIV Community and Stakeholder Engagement Manager		Yes	All
SIMP 22 and SIMP 23	Cumulative / Interface with other SSD projects	Implement the Interface Management Plan to coordinate haulage with other adjacent projects, local councils, utility providers, emergency services, and industry stakeholders, this includes participation in joint working groups or forums to identify overlapping impacts and coordinate mitigation responses with other SSD projects and sectors, etc.	Interface coordination events	At least one interface coordination meeting held per quarter with adjacent projects, utilities, and emergency services	Quarterly	Quantitative / Interface Coordination Meeting Minutes and Attendance Logs	AGIV Interface Manager	Interface Management Plan		On Track		No baseline required. Absolute engagement target commitment.		Meetings held with councils, Department of Transport and other SSD projects.		AGIV Interface Manager		Yes	All
SIMP 23	Cumulative / Interface with other SSD projects	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	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	Quantitative and qualitative / Pulse checks, survey results, and feedback summaries	AGIV Community and Stakeholder Engagement Manager	Community Communication Strategy		Not Started		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys.	Community Attitudes Survey data	Community Attitudes Survey is underway. Survey to close 30 Mar 2026.		AGIV Community and Stakeholder Engagement Manager		Yes	All
SIMP 23	Cumulative / Interface with other SSD projects	Monitor and address complaints relating to traffic and haulage disruptions	Notification of traffic disruptions	100% of planned traffic disruptions are communicated to affected stakeholders at least 7 days in advance	Monthly	Quantitative / Notification logs and audit reports	AGIV Community and Stakeholder Engagement Manager	Community Communication Strategy		On Track		No baseline required. Absolute engagement target commitment.	100%			AGIV Community and Stakeholder Engagement Manager		Yes	All
SIMP04	Near neighbours & broader community	Targeted and stratified engagement measures, in accordance with Table 3 of the CCS.	Number of engagement activities conducted in each LGA	At least 2 per year in each LGA	Annually	Quantitative / Engagement activity log (i.e. consultation manager)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.	See notes	Tumut show 7/3/26 (SWC) Taralga Show 14 and 15 March (ULSC) Yass Show 21 Mar (YVC)		AGIV Community & Stakeholder Engagement Manager		Yes	Goulburn Mulwaree
SIMP04	Near neighbours & broader community	As above	Number of engagement activities conducted in each LGA	At least 2 per year in each LGA	Annually	Quantitative / Engagement activity log (i.e. consultation manager)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.	See notes	Tumut show 7/3/26 (SWC) Taralga Show 14 and 15 March (ULSC) Yass Show 21 Mar (YVC)		AGIV Community & Stakeholder Engagement Manager		Yes	Upper Lachlan
SIMP04	Near neighbours & broader community	As above	Number of engagement activities conducted in each LGA	At least 2 per year in each LGA	Annually	Quantitative / Engagement activity log (i.e. consultation manager)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.	See notes	Tumut show 7/3/26 (SWC) Taralga Show 14 and 15 March (ULSC) Yass Show 21 Mar (YVC)		AGIV Community & Stakeholder Engagement Manager		Yes	Yass Valley

SIMP04	Near neighbours & broader community	as above	Number of engagement activities conducted in each LGA	At least 2 per year in each LGA	Annually	Quantitative / Engagement activity log (i.e. consultation manager)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.	See notes	Tumut show 7/3/26 (SVC) Taralga Show 14 and 15 March (ULSC) Yass Show 21 Mar (YVC)		AGIV Community & Stakeholder Engagement Manager		Yes	Hilltops
SIMP04	Near neighbours & broader community	as above	Number of engagement activities conducted in each LGA	At least 2 per year in each LGA	Annually	Quantitative / Engagement activity log (i.e. consultation manager)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.	See notes	Tumut show 7/3/26 (SVC) Taralga Show 14 and 15 March (ULSC) Yass Show 21 Mar (YVC)		AGIV Community & Stakeholder Engagement Manager		Yes	Snowy Valleys
SIMP04	Near neighbours & broader community	as above	Number of engagement activities conducted in each LGA	At least 2 per year in each LGA	Annually	Quantitative / Engagement activity log (i.e. consultation manager)	AGIV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.	See notes	Tumut show 7/3/26 (SVC) Taralga Show 14 and 15 March (ULSC) Yass Show 21 Mar (YVC)		AGIV Community & Stakeholder Engagement Manager		Yes	Cootamundra Gundagai