

# HumeLink East



## Social Impact Monitoring Report (Q4 2025)

March 2026

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HumeLink East – Social Impact Management Plan (SIMP) Quarterly Monitoring Report — Q4 2025	
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## 1. Introduction

### 1.1 Purpose of the 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:** 24<sup>th</sup> September 2025 to 23<sup>rd</sup> December 2025

**Context:** Main construction on HumeLink East began in late September 2025 with the first foundations drilled near Tumut. In November, we received some key deliveries to support main construction, with the arrival of our first two steel shipments, which were transported to some of our sites between Adjungbilly and the Murrumbidgee River.

By early December, we had 10 foundations drilled and the first tower sections were erected at Adjungbilly. This is the most visible sign of progress to date and is a major milestone for the project. We will continue with tower assembly in 2026.

Additional works include the continued construction of access tracks, access points and tower pads along the full length of the alignment. Over 60 access points and 80 kilometres of access tracks have already been completed.



Tower erection began in December 2025 near Adjungbilly.

### 1.3 Responsibilities and Reporting Framework

Implementation and monitoring of the SIMP are coordinated by the AGJV Community & Stakeholder Engagement 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

- 100% of complaints responded ≤24 hours.
- First Community Reference Group held December 2025.
- Murrumbateman Field Days attended Oct 2025.
- Yass and Adjungbilly Workforce Accommodation open.
- Announced 17 Community Investment Projects.

### 2.2 Summary of Progress and Key Indicators

Status	Count	%
Complete	0	0 %
On Track	73	86 %
At Risk	0	0 %
Off Track	2	2 %
Not Started	10	12 %

### 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 closes in March 2026. The insights gathered will play an important role in shaping how we engage with Community.

We acknowledge that engagement with 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.

### 3. Community Engagement Activities

#### 3.1 Engagement Undertaken This Quarter

Between September and December 2025, a range of community engagement activities were undertaken to maintain open communication, provide project updates, and ensure local concerns were heard and addressed. Throughout this period, the project team continued regular interactions with landowners, near neighbours, local organisations, Councils, and key stakeholders through both formal and informal channels.

A key forum was the Community Reference Group (CRG) meeting in December 2025. These meetings (held quarterly) are an opportunity for community representatives to share feedback on construction progress, road use and communication. These discussions help shape how we deliver the project in partnership with the community.

In addition to the CRG meeting, the project team engaged directly with local Councils to provide updates on construction activities, discuss traffic management, and ensure alignment with broader community expectations.

Community information sessions were also held in Adjungbilly, Tumut, Taralga and Yass in December 2025. These meetings were intended to discuss tower assembly and erection progress and steel deliveries in the region.

Additionally, in December a total of 17 Community Investment projects equal to ~\$2M of expenditure were announced as receiving funding across the HumeLink project footprint, spanning upgrades to recreation and sporting facilities, improvements to community and visitor infrastructure, environmental restoration efforts, and enhancements to local services. These selections were informed by extensive engagement to ensure they reflect local priorities and deliver meaningful, long-lasting benefits for the communities involved.

Monthly construction updates were issued during this period via email, in addition to quarterly newsletter (delivered via email and post).



Community information session at Taralga in December 2025.

### 3.2 Stakeholder Feedback and Key Themes

Key community priorities (based on feedback from the Community Reference Group in December 2025) included:

#### Community Engagement & Communication

- Letterbox drop for the SMS program and increased promotion of the 1800 number.
- Sharing contact details for local groups and Business Chambers.
- Ongoing engagement with landowners/Councils, including earlier notice protocols.

#### Safety, Traffic & Road Management

- Vehicle and driver behaviour.
- Traffic movement forecasts for East and West and coordination with LEMC.

#### Stakeholder Coordination

- Roads Maintenance Agreements with Yass Valley and Upper Lachlan Shire Councils.

### 3.3 Planned Engagement for Next Quarter

- Tumut show 7 March 2026.
- Taralga Show 14 and 15 March.
- Yass Show 21 March.
- Community Reference Group (CRG) meeting March 2026.



Community Investment Benefits Program recipients – Yass Swimming Club (left) and Bookham RFS (right).



Community Investment Benefits program recipients – Yass Rotary (left) and Yass Landcare (right).

## 4. Complaints Received and Responses

### 4.1 Summary of Complaints

All complaints received during the reporting period were acknowledged and responded to within 24 hours. A review of the 15 complaints identified three key themes: truck movements and driver behaviour, dust generation, and site-related access or parking.

Eight complaints related specifically to truck movements and driver behaviour, one concerned an alleged trespass, five related to dust, one involved both dust and driver behaviour, and another related to parking.

### 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 regarding vehicle behaviour and truck movements represented the largest proportion of complaints. In response, we have strengthened communication with all trucking companies and contractors to reinforce expectations around safe, respectful, and compliant driver conduct. These expectations have also been reiterated to the broader workforce.

- All personnel involved in vehicle operation are required to complete driver behaviour and site-access training as part of their induction.
- Vehicle speeds continue to be monitored, and any breaches are subject to disciplinary action in line with company policy.
- Ongoing engagement with transport providers ensures that expectations remain clear and consistently applied.



A HumeLink East project vehicle near Adjungbilly (left) and a water- cart in use near Yass (right).

#### Dust Management

Dust-related concerns formed the second major theme. To address this, we have implemented both short-term and long-term dust suppression measures.

- Short-term actions include increased water-cart usage, targeted wet-down of high-traffic areas, and adjustments to work sequencing during dry or windy conditions.
- Long-term strategies include surface stabilisation, improved road maintenance, and evaluation of additional engineering controls to reduce dust generation at the source.

## 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 TARP / Link	LGA	
SIMP04	Near neighbors & 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.	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track		to be established through first Community Attitudes Survey in late 2025 / initial pulse check survey		Community Attitudes Survey is underway. Survey to close 30 Mar 2026	Survey results analysed and report produced	AGJV Community & Stakeholder Engagement Manager	30/06/2025	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)	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track	<a href="https://www.transriid.com.au/media/zqwksqfc/humelink-east-complaints-register.xlsx">https://www.transriid.com.au/media/zqwksqfc/humelink-east-complaints-register.xlsx</a>	Initial call/complaint log (from ACJV start of contract works)	100%				AGJV Community & Stakeholder Engagement Manager		Yes	All
SIMP04	Near neighbors & 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)	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track	<a href="https://www.transriid.com.au/projects-innovation/humelink/humelink-east/">https://www.transriid.com.au/projects-innovation/humelink/humelink-east/</a>	No baseline required. Absolute engagement target commitment.	100%	Examples of notifications issued to near Neighbours can also be found on the Humelink website under Work Notifications			AGJV Community & Stakeholder Engagement Manager		Yes	All
SIMP04, SIMP 07, SIMP09, SIMP14, SIMP 21, SIMP 22, SIMP23	Near neighbors & 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)	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track	<a href="https://www.transriid.com.au/media/zqwksqfc/humelink-east-complaints-register.xlsx">https://www.transriid.com.au/media/zqwksqfc/humelink-east-complaints-register.xlsx</a>	No baseline required. Absolute engagement target commitment.	100%	Results supported by Complaints register			AGJV Community & Stakeholder Engagement Manager		Yes	All
SIMP14	Near Neighbours & broader community	Use of KNOWnoise 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.	AGJV Environment, Approvals and Sustainability Manager	Noise and Vibration Management Plan	Amenity impacts are minimised through monitoring, engagement and continuous improvement initiatives	On Track	"Out of Hours" tab in <a href="https://accionaau.sharepoint.com/:x/r/site/s/HLE_09_HS/09_HS/9.09%20Permits/Permit%20to%20Work%20Register.xlsx?d=wdada966e35214ebc21b3a5836c7032&amp;csf=1&amp;web=1&amp;e=kZfasn">https://accionaau.sharepoint.com/:x/r/site/s/HLE_09_HS/09_HS/9.09%20Permits/Permit%20to%20Work%20Register.xlsx?d=wdada966e35214ebc21b3a5836c7032&amp;csf=1&amp;web=1&amp;e=kZfasn</a>	No baseline required. Absolute engagement target commitment.	100%	KNOW noise noise modelling, noise monitoring and consideration of respite periods is ongoing.			AGJV 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 to within 24 hours and resolved to the complainant's satisfaction.	Monthly	Complaints Register	AGJV Community & Stakeholder Engagement Manager	Community Communication Strategy	Amenity impacts are minimised through monitoring, engagement and continuous improvement initiatives	On Track	<a href="https://www.transriid.com.au/media/zqwksqfc/humelink-east-complaints-register.xlsx">https://www.transriid.com.au/media/zqwksqfc/humelink-east-complaints-register.xlsx</a>	Initial call/complaint log (from ACJV start of contract works)	100%				AGJV 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)	AGJV 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 ACJV start of contract works)		Monthly analysis of complaint trends undertaken			AGJV 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 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; Quarterly reports thereafter	Quantitative / Revegetation and rehabilitation reporting	AGJV 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.				AGJV 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	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGJV 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.				AGJV 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 restoration/offset	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGJV 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.				AGJV 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 restoration/offset	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGJV 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.				AGJV 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 restoration/offset	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGJV 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.				AGJV 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 restoration/offset	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGJV 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.				AGJV 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 restoration/offset	Annually	Qualitative / Engagement activity log (i.e. consultation manager)	AGJV 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.				AGJV 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)	AGJV Traffic Manager	Traffic and Transport Management Plan	The Project will minimise disruption to road user by effectively managing road closures, detours, and traffic flow	On Track		No baseline. Minimum engagement commitment.	Qly meetings are in place. Monthly meetings established from March 2026			AGJV 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	AGJV Traffic Manager	Traffic and Transport Management Plan	The Project will minimise disruption to road user by effectively managing road closures, detours, and traffic flow	On Track		Pre-construction dilapidation surveys (2025)	Pre-construction dilapidation surveys undertaken			AGJV 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)	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)	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy	The Project will Reduce the stress and financial burden on residents by minimising disruption to	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		AGJV 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	AGJV 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 is underway. Survey to close 30 Mar 2026	Survey results analysed and report produced		AGJV Community & Stakeholder Engagement Manager	30/06/2026	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	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track	<a href="https://www.transgrid.com.au/media/zgw-k5qfc/humelink-east-complaints-register.xlsx">https://www.transgrid.com.au/media/zgw-k5qfc/humelink-east-complaints-register.xlsx</a>	Initial call/complaint log (from ACIV start of contract works)	100%	Results supported by Complaints register		AGJV 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)	Notifications issued ahead of transport disruptions	Provided at least seven days in advance	Monthly	Quantitative / Engagement activity log (i.e. consultation manager) e.g. date-stamped email/SMS/letter	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy	as above	On Track	<a href="https://www.transgrid.com.au/projects-innovation/humelink/humelink-east/">https://www.transgrid.com.au/projects-innovation/humelink/humelink-east/</a>	No baseline; compliance tracking.	<a href="https://www.transgrid.com.au/projects-innovation/humelink/humelink-east/">https://www.transgrid.com.au/projects-innovation/humelink/humelink-east/</a>	Examples include the following: Direct communication to impacted residents - recorded in Salesforce, Monthly constructing updates emailed, work notifications delivered to residents		AGJV 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 TW Accommodation (Crookwell & Goulburn)	Action Plan approved and maintained	Monthly	CAP status	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy	The Project minimises impacts on temporary accommodation providers during major tourist events and peak	On Track		Not required (activation target)	Action Plan under development for discussion	Finalise action plan and set meeting to discuss with stakeholders		AGJV Community & Stakeholder Engagement Manager	No	All	
SIMP 12	Cultural awareness & heritage	Aboriginal people are activity engaged; incorporate Aboriginal culture values into Project planning ad 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	AGJV 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			AGJV 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	AGJV Aboriginal Participation Manager	Heritage Management Plan	as above	On Track		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.			AGJV 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	AGJV 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 (late 2025)	Pending Community Attitudes Survey.	The HLEAWG (HumeLink East Aboriginal Working Group) meets quarterly. Representatives from all 3 Local Aboriginal Land Councils and Transgrid attend. Meeting documentation available, evidence that the LALCs, as representatives of the local Aboriginal community, have been consulted.		AGJV 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	Monthly	Quantitative / Engagement activity log (i.e. consultation manager)	AGJV Aboriginal Participation Manager	Local Business and Employment Strategy	The Project promotes the protection and celebration of both Aboriginal and non-Aboriginal cultural heritage, ensuring	On Track		No baseline. Minimum engagement commitment.	On track see notes	HLE has delivered the following: 'Care for Country' in Onerwal County (Yass) for project leaders, led by local Aboriginal people to explain local culture. The Brungle/Tumut Edlers recently attended a site visit to view Towers near		AGJV 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	AGJV 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	30% local employment, 74% Local and Regional employment. All LGA's are >0% local employment			AGJV 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	AGJV Workforce Development and Participation Manager	Accommodation Management Plan(s)	as above	On Track		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		AGJV 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	AGJV Community & Stakeholder Engagement Manager	Accommodation Management Plan(s)	as above	On Track		Baseline to be established via initial pulse checks (late 2025)		Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV Community & Stakeholder Engagement Manager		No	All
SIMP03	Housing affordability & availability for locals	as above	Workforce accommodation camps established and operational	Camps at Adjungbilly and Yass operational prior to peak demand period	Prior to relevant peak demand period	Accommodation camp occupancy reports	AGJV Workforce Development and Participation Manager	Accommodation Management Plan(s)	as above	On Track		No baseline; compliance tracking.	Both camps operational			AGJV Workforce Development and Participation Manager		No	All
SIMP03, SIMP01 and SIMP 21	Housing affordability & availability for locals	Stage 2 Simp 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 appointed and contact channel operational	Prior to relevant peak demand period	Org chart and role description	AGJV Community & Stakeholder Engagement Manager	Temporary Workforce Accommodation Plan	The Project minimises impacts on temporary accommodation providers during major tourist events and peak	On Track		No baseline, (activation target)		Discussed a proposal with RDA in 2025. Awaiting receipt. Proposal is with RDA Board for consideration and RDA to share late March. AGJV has appointed a dedicated Travel Coordinator for the Project.		AGJV Community & Stakeholder Engagement Manager		No	All
SIMP03, SIMP01 and SIMP 21	Housing affordability & availability for locals	Stage 2 Simp 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,	Dedicated Accommodation Coordinator.	Temporary Workforce Accommodation Plan	as above	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 Simp 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 logged within 1 month	Pulse checks during peak regional tourism periods + monthly reporting	Pulse-check survey results; complaints register (housing/displacement category); engagement logs;	AGJV Community & Stakeholder Engagement Manager	Temporary Workforce Accommodation Plan Community Communications Strategy	as above	On Track		Initial pulse-check results (late 2025) and first Annual Community Attitudes Survey		Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV 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 interface or disruption to special events. Collaborate with local tourism operations to	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	Qualitative / Pulse check surveys, stakeholder interviews, and engagement activity log (i.e. consultation	AGJV Community & Stakeholder Engagement Manager	Community Communication Strategy	The Project minimises impacts on temporary accommodation providers during major tourist events and peak	On Track	<a href="https://www.transgrid.com.au/media/zgw-k5qfc/humelink-east-complaints-register.xlsx">https://www.transgrid.com.au/media/zgw-k5qfc/humelink-east-complaints-register.xlsx</a>	Baseline to be established through initial pulse checks	Zero complaints received from accommodation providers. See complaints register		Pulse check with hotel providers	AGJV 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-face 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	AGJV Community & Stakeholder Engagement Manager	Community Communication Strategy		On Track		Baseline to be established through initial pulse checks		Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV 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	AGJV Community & Stakeholder Engagement Manager	Community Communication Strategy		Not Started		No baseline required – absolute target of quarterly engagement			Meeting to be scheduled with Council and Travel Coordinator and Destination NSW	AGJV 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	AGJV Community & Stakeholder Engagement Manager	Community Communication Strategy		On Track		No baseline required – absolute target of one initiative per LGA annually		Tumut show 7/3/26 (SVC) Tarauga Show 14 and 15 March (ULSC) Yass Show 21 Mar (YVC)		AGJV 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, engagement with Destination Networks and local councils, and monitoring of availability during 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; AGJV 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		Establish meeting with Council and Destination NSW	Dedicated Accommodation Coordinator; AGJV 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 (tourism/accommodation category)	Dedicated Accommodation Coordinator; AGJV 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	Zero complaints received from accommodation providers. See complaints register			Dedicated Accommodation Coordinator; AGJV 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 (tourism/accommodation category)	Dedicated Accommodation Coordinator; AGJV 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	Community Attitudes Survey underway. Local accommodation providers have been directly contacted requesting completion of this survey.			Dedicated Accommodation Coordinator; AGJV 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	Monthly during construction	Quantitative / workforce participation data captured in WSAT system	AGJV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	8%			AGJV 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	AGJV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	14.80%			AGJV 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	AGJV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	29.00%			AGJV 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	AGJV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	1.80%			AGJV 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	AGJV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	40.00%			AGJV 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	AGJV Workforce Development and Participation Manager	Worker and Workforce Development Plan		Off Track		No baseline required. Absolute target – monitored by WSAT system	White collar = 33% blue collar =6%			AGJV 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 training	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	AGJV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	<25% voluntary attrition			AGJV 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 25s, 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	AGJV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	> 50% of underrepresented workers (Aboriginal, under 25s, over 55s, people with disabilities) to be employed in skilled positions or progress through further training			AGJV 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	AGJV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	> 10% of workforce participate in training and apprenticeship opportunities throughout construction			AGJV 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	AGJV Workforce Development and Participation Manager	Worker and Workforce Development Plan		On Track		No baseline required. Absolute target – monitored by WSAT system	To be measured at the end of the project			AGJV 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	AGJV Aboriginal Participation Manager	Local Business and Employment Strategy		On Track		No baseline required. Absolute target – monitored by WSAT system		HLE is currently exploring internship opportunities, work is ongoing on this measure.		AGJV 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	AGJV Aboriginal Participation Manager	Local Business and Employment Strategy		On Track		No baseline required. Absolute target – monitored by WSAT system		Currently 5 Aboriginal people on the HLE have been enrolled in a Certificate 3 level qualification. The qualification costs, along with paid study time are provided to all 5 Aboriginal workers.		AGJV 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	AGJV Aboriginal Participation Manager	Local Business and Employment Strategy		On Track		No baseline required. Absolute target – monitored by WSAT system		preemployment programs, with 27 identified Aboriginal participants. 6 of the participants have been employed directly on HLE, 1 additional participant is employed with a subcontractor on HLE.		AGJV 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	AGJV Aboriginal Participation Manager	Local Business and Employment Strategy		On Track		No baseline required. Absolute target – monitored by WSAT system		HLE has delivered 13 information sessions for local businesses, and 2 business development workshops for local Aboriginal businesses. Additionally, HLE has attended and presented at 2 NSW Government 'Gather & Grow' forums.		AGJV 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	AGJV Project Procurement Manager	Local Business and Employment Strategy		On Track		No baseline required. Absolute target – monitored by WSAT system	462 SME's engaged			AGJV Project Procurement Manager		Yes	All
SIMP 11	Labour draw & local business/services	as above	Number of local and regional enterprises engaged	At least 20 local and regional enterprises engaged	Monthly	Quantitative / workforce participation data captured in WSAT system	AGJV Project Procurement Manager	Local Business and Employment Strategy		On Track		No baseline required. Absolute target – monitored by WSAT system	225 local and regional enterprises engaged	Work is ongoing on this measure		AGJV Project Procurement Manager		Yes	All
SIMP 11	Labour draw & local business/services	as above	AIPP compliance – Australian business participation	At least 25% of total project cost from Australian businesses	Monthly	Quantitative / workforce participation data captured in WSAT system	AGJV Project Procurement Manager	Local Business and Employment Strategy		On Track		No baseline required. Absolute target – monitored by WSAT system	70.09% spend with Australian businesses			AGJV Project Procurement Manager		Yes	All
SIMP 11	Labour draw & local business/services	as above	AIPP compliance – Study Area participation	At least 10% of total project cost from the Study Area	Monthly	Quantitative / workforce participation data captured in WSAT system	AGJV Project Procurement Manager	Local Business and Employment Strategy		On Track		No baseline required. Absolute target – monitored by WSAT system	17%			AGJV 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,	AGJV Project Procurement Manager	Local Business and Employment Strategy		Off Track		Baseline to be established through initial subcontractor forum feedback and procurement participation records at start of civil works		Data to be captured at next subcontractor forum (Q2 2026)		AGJV Project Procurement Manager		No	All
SIMP 9 and SIMP 15	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	AGJV Workforce Development and Industry Participation Manager	Local Business and Employment Strategy		On Track		Absolute target – monitored via WSAT system from ACJV commencement	Baseline data to be set in March 2026 survey			AGJV Workforce Development and 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	AGJV 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)	Baseline data to be set in March 2026 survey			AGJV Workforce Development and 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	AGJV Safety Manager	Temporary Workforce Accommodation Plan(s)		On Track		No baseline required – absolute target of 100% site coverage	100% of workforce accommodation sites have designated first aid facilities and trained personnel available during operational hours			AGJV 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	AGJV Safety Manager	Emergency Management Plan		On Track		No baseline required – compliance measure against emergency plan provisions	All sites maintain a documented and tested escalation procedure for medical emergencies			AGJV 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	AGJV Community and Stakeholder Engagement Manager	Community Communication Strategy		On Track	<a href="https://www.transgrid.com.au/media/226159/hsqr/humelink-east-complaints-register.xlsx">https://www.transgrid.com.au/media/226159/hsqr/humelink-east-complaints-register.xlsx</a>	Initial complaints or local business feedback log (e.g. Consultation Manager) from 2025	No complaints received	Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV Community & 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	AGJV Community and Stakeholder Engagement Manager	Community Communication Strategy		On Track		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2025)		Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV Community & 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	AGJV Community and Stakeholder Engagement Manager	Community Communication Strategy		On Track		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2025)		Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV Community & 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	AGJV Community Investment and Benefit Lead	Community Investment and Benefit Plan		Not Started		No baseline required – minimum community benefit commitment		Program to be determined		AGJV 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	AGJV Community and Stakeholder Engagement Manager	This SIMP		On Track		No baseline required. Continuous improvement model based on ongoing feedback and performance tracking.	No complaints received	Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV Community & 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	AGJV Traffic Manager	Traffic and Transport Management Plan		On Track		No baseline required. Absolute performance target.	No reported delays			AGJV 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	AGJV Community Investment and Benefit Lead	Community Investment and Benefit Plan		On Track		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2025)		Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV 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	AGJV Community Investment and Benefit Lead	Community Investment and Benefit Plan		On Track		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2025)		Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV 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	AGJV Community Investment and Benefit Lead	Community Investment and Benefit Plan		On Track	<a href="https://www.actiona.com.au/updates/news/hume-link-east-leaders-brush-up-their-painting-skills">https://www.actiona.com.au/updates/news/hume-link-east-leaders-brush-up-their-painting-skills</a>	No baseline. Minimum community benefit commitment.		Laggan Hall Volunteering Day to paint Hall - Sep 2025		AGJV Community Investment and Benefit 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 Logs and Engagement activity log (i.e. consultation manager)	AGJV Community and Stakeholder Engagement Manager	Community Communication Strategy		On Track		No baseline. Minimum engagement commitment.		Program: Cleaning Operations LGA: Goulburn Mulwaree Duration: 1 week / January 2026		AGJV Community & Stakeholder Engagement Manager		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	AGJV 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			AGJV Workforce Development and Participation Manager		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	PMP completion	100% completion of PMPs prior to commencement of works on relevant property	Monthly	Quantitative / Individual Property Management Plan Tracker	AGJV Community and Stakeholder Engagement Manager	Individual Property Management Plan		On Track		No baseline required. Absolute engagement target commitment.	100% completion of PMPs prior to commencement of works on relevant property			AGJV Community & Stakeholder Engagement Manager		Yes	All
SIMP 24	Cumulative / interface with other SSD projects	Implement CCS to rebuild trust that considers localised engagement plans for LGA's and urban centres as appropriate.	Satisfaction with engagement	≥70% report satisfaction in the Annual Community Attitudes Survey	Annually	Quantitative / Community Attitudes Survey	AGJV Community and Stakeholder Engagement Manager	Community Communication Strategy		On Track		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2025)		Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV Community & 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	AGJV Community and Stakeholder Engagement Manager	Community Communication Strategy		On Track		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2025)		Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV Community & 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 or key 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	AGJV Interface Manager	Interface Management Plan		On Track		No baseline required. Absolute engagement target commitment.	Projects in October 25 we held a JLT (Joint coordination meeting) with Transgrid and HLW. The purpose of this meeting is to look at efficiencies we can find between TG, HLE, HLW. We also met with HLW and TG several times to coordinate the scope of the interface handover. We met with VISY In Tumut to consult on an easement into their property. We propose to meet with Rye			AGJV 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 alternative routes with the public and commercial operators	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	AGJV Community and Stakeholder Engagement Manager	Community Communication Strategy		On Track		Baseline to be established through first Community Attitudes Survey and initial pulse check surveys (late 2025)		Community Attitudes Survey is underway. Survey to close 30 Mar 2026		AGJV Community & 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	AGJV Community and Stakeholder Engagement Manager	Community Communication Strategy		On Track	<a href="https://www.transgrid.com.au/projects-innovation/humelink/humelink-east/">https://www.transgrid.com.au/projects-innovation/humelink/humelink-east/</a>	No baseline required. Absolute engagement target commitment.	100%			AGJV Community & 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)	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.		Tumut show 7/3/26 (SVC) Tarauga Show 14 and 15 March (ULSC) Yass Show 21 Mar (VVC)		AGJV 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)	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.		Tumut show 7/3/26 (SVC) Tarauga Show 14 and 15 March (ULSC) Yass Show 21 Mar (VVC)		AGJV 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)	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.		Tumut show 7/3/26 (SVC) Tarauga Show 14 and 15 March (ULSC) Yass Show 21 Mar (VVC)		AGJV 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)	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.		Tumut show 7/3/26 (SVC) Tarauga Show 14 and 15 March (ULSC) Yass Show 21 Mar (VVC)		AGJV 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)	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.		Tumut show 7/3/26 (SVC) Tarauga Show 14 and 15 March (ULSC) Yass Show 21 Mar (VVC)		AGJV 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)	AGJV Community & Stakeholder Engagement Manager	Community Communications Strategy		On Track		No baseline required. Absolute engagement target commitment.		Tumut show 7/3/26 (SVC) Tarauga Show 14 and 15 March (ULSC) Yass Show 21 Mar (VVC)		AGJV Community & Stakeholder Engagement Manager		Yes	Cootamundra-Gundagai