



APPENDIX Q

SOCIAL IMPACT ASSESSMENT



Canyonleigh Battery Energy Storage System

Social Impact Assessment

PREPARED FOR

X-ELIO⁺

X-Elio Aus2 Pty Ltd

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Canyonleigh Battery Energy Storage System

Social Impact Assessment

0711340



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CONTENTS

1.	INTRODUCTION	1
1.1	THE APPLICANT	1
1.2	PROJECT DESCRIPTION	1
1.3	PURPOSE AND OUTLINE	5
1.4	AUTHORSHIP	5
2.	SOCIAL IMPACT ASSESSMENT METHODOLOGY	6
3.	SCOPING: SOCIAL LOCALITY AND STAKEHOLDER IDENTIFICATION	12
3.1	APPROACH TO DETERMINING THE SOCIAL LOCALITY	12
3.2	DESCRIPTION OF THE SOCIAL LOCALITY	13
3.2.1	ABS Datasets	16
3.3	STAKEHOLDER ENGAGEMENT ACTIVITIES FOR THE SIA	17
3.3.1	Identification of Key Stakeholder Groups	17
3.3.2	Stakeholder Engagement Activities	19
3.3.3	Aboriginal Community Consultation	20
3.3.4	Engagement Findings	21
4.	LEGISLATIVE AND REGULATORY CONTEXT	23
4.1	NSW LEGISLATION	23
4.2	NSW SIA GUIDELINES	25
4.3	STATE, REGIONAL AND COMMUNITY PLANNING	25
4.3.1	NSW Electricity Infrastructure Roadmap	25
4.3.2	Land Use Planning	26
5.	SOCIAL BASELINE	28
5.1	LANDSCAPE, TOPOGRAPHY AND LAND USE CONTEXT	28
5.2	POPULATION DEMOGRAPHICS	29
5.3	ECONOMIC PROFILE	33
5.3.1	Main Occupations of Employment in the Social Locality	33
5.3.2	Main Industries within the social Locality	35
5.3.3	Local Businesses in The Social Locality	39
5.4	VULNERABLE GROUPS	41
5.4.1	Cultural and linguistical diversity	41
5.4.2	Youth and Elderly	41
5.4.3	Indigenous peoples	42
5.4.4	Socio-economic disadvantage	44
5.5	HOUSING AND ACCOMMODATION	45
5.5.1	Income and Housing	45
5.6	SOCIAL INFRASTRUCTURE AND COMMUNITY WELLBEING	50
5.6.1	Community and Recreational Services	50
5.6.2	Health and Emergency Services	51
5.6.3	Education	54
5.7	ACCESS AND CONNECTIVITY	56
5.8	ABORIGINAL CULTURAL HERITAGE	57
5.9	COMMUNITY VALUES	57
5.9.1	Tourist Influx	57

5.10	BASELINE SUMMARY	59
6.	SOCIAL IMPACT ASSESSMENT	64
6.1	STAKEHOLDERS AND COMMUNITY	72
6.1.1	Insufficient or ineffective stakeholder engagement	72
6.2	EMPLOYMENT	76
6.2.1	Increased Direct and Indirect Employment Opportunities	76
6.2.2	Potential to create skills and labour shortages	80
6.3	LOCAL DISRUPTIONS	83
6.3.1	Changes in Social Amenity	83
6.3.2	Traffic Congestion, Community Safety Concerns, and Deterioration of Road Surface Conditions	86
6.3.3	Impacts on the Environment and Biodiversity	92
6.3.4	Disruption to Agricultural Practices	94
6.4	ACCOMMODATION AND WORKER INFLUX	96
6.4.1	Increased Demand for Short- and Long-Term Accommodation	96
6.4.2	Increased Demand for Services and Recreational Facilities	102
6.5	LAND USE AND LANDSCAPE	105
6.5.1	Perceived Impacts to Land Values	105
6.5.2	Altered Rural Character (Visual Amenity)	107
6.5.3	Potential Impact on Tangible and Intangible Aboriginal Cultural Heritage	109
6.6	SUMMARY OF SOCIAL IMPACTS	112
7.	MONITORING AND MANAGEMENT FRAMEWORK	114
7.1	REPORTING AND AUDITING	117
7.1.1	Management of the Voluntary Planning Agreement	117
7.2	ROLES & RESPONSIBILITIES	118
8.	REFERENCES	119

APPENDIX A TOP OCCUPATIONS AND INDUSTRIES DATA FOR SOCIAL LOCALITY

APPENDIX B SHORT-TERM ACCOMMODATION CAPACITY DATA

APPENDIX C EDUCATION FACILITIES

APPENDIX D WORKFORCE ACCOMMODATION PLAN

LIST OF TABLES

TABLE 1-1	PROJECT COMPONENTS AND SPECIFICATIONS	2
TABLE 2-1	LIMITATIONS OF THE SIA DATA COLLECTION	8
TABLE 2-2	ADAPTED DPHI SOCIAL IMPACT SIGNIFICANCE MATRIX (DPE, 2023B)	10
TABLE 3-1	VEHICULAR TRAVEL DISTANCES FROM THE PROJECT AREA	14
TABLE 3-2	SUMMARY OF RELEVANT ABS DATASETS	16
TABLE 3-3	KEY STAKEHOLDERS	17
TABLE 3-4	ENGAGEMENT ACTIVITIES	19
TABLE 3-5	COMMUNITY VIEWS SUMMARY	21
TABLE 4-1	SEARS REQUIREMENTS RELEVANT TO THE SIA	23
TABLE 4-2	REGIONAL AND LOCAL ENVIRONMENTAL PLANS RELEVANT TO THE PROJECT	26
TABLE 5-1	KEY POPULATION INDICATORS ACROSS THE PROJECT'S SOCIAL LOCALITY	31
TABLE 5-2	CATEGORISATION OF THE RELEVANT TOP OCCUPATIONS	34

TABLE 5-3 CATEGORISATION OF TOP INDUSTRIES	37
TABLE 5-4 NATURE AND SIZE OF LOCAL BUSINESSES IN THE SOCIAL LOCALITY	40
TABLE 5-5 ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES STATISTICS	43
TABLE 5-6 SEIFA INDICATORS ACROSS THE PROJECT'S SOCIAL LOCALITY	45
TABLE 5-7 KEY INCOME AND HOUSING INDICATORS ACROSS THE SOCIAL LOCALITY	47
TABLE 5-8 COMMUNITY AND RECREATIONAL SERVICES	50
TABLE 5-9 EMERGENCY SERVICES AND HEALTH SERVICES	51
TABLE 5-10 HOSPITAL PERFORMANCE INDICATORS	52
TABLE 5-11 EXISTING HEALTH CONDITIONS IN 2021	53
TABLE 5-12 EDUCATIONAL FACILITIES	54
TABLE 5-13 KEY EDUCATION INDICATORS ACROSS THE PROJECT'S SOCIAL LOCALITY	55
TABLE 5-14 SIGNIFICANT FESTIVALS AND EVENTS	58
TABLE 5-15 BASELINE SUMMARY AND IDENTIFICATION OF CHALLENGES AND OPPORTUNITIES	60
TABLE 6-1 KEY PROJECTS WITHIN 100 KM OF THE PROJECT	66
TABLE 6-2 IMPACT CHARACTERISTICS INSUFFICIENT OR INEFFECTIVE STAKEHOLDER ENGAGEMENT	75
TABLE 6-3 IMPACT SIGNIFICANCE COMMUNITY OPPOSITION AND COHESION	76
TABLE 6-4 IMPACT CHARACTERISTICS EMPLOYMENT OPPORTUNITIES	79
TABLE 6-5 IMPACT SIGNIFICANCE EMPLOYMENT OPPORTUNITIES	80
TABLE 6-6 IMPACT CHARACTERISTICS SKILLS SHORTAGES	82
TABLE 6-7 IMPACT SIGNIFICANCE SKILLS SHORTAGES	82
TABLE 6-8 IMPACT CHARACTERISTICS SOCIAL AMENITY	86
TABLE 6-9 IMPACT SIGNIFICANCE SOCIAL AMENITY	86
TABLE 6-10 IMPACT SIGNIFICANCE TRAFFIC AND ROADS	91
TABLE 6-11 IMPACT SIGNIFICANCE TRAFFIC AND ROADS	91
TABLE 6-12 IMPACT SIGNIFICANCE ENVIRONMENT AND BIODIVERSITY	93
TABLE 6-13 IMPACT SIGNIFICANCE ENVIRONMENT AND BIODIVERSITY	94
TABLE 6-14 IMPACT CHARACTERISTICS DISRUPTION OF FARMING PRACTICES	95
TABLE 6-15 IMPACT SIGNIFICANCE DISRUPTION FARMING PRACTICES	95
TABLE 6-16 IMPACT CHARACTERISTICS HOUSING AND ACCOMMODATION	101
TABLE 6-17 IMPACT SIGNIFICANCE HOUSING AND ACCOMMODATION	102
TABLE 6-18 IMPACT CHARACTERISTICS DEMAND FOR SERVICES AND FACILITIES	104
TABLE 6-19 IMPACT SIGNIFICANCE DEMAND FOR SERVICES AND FACILITIES	105
TABLE 6-20 IMPACT CHARACTERISTICS LAND VALUES	107
TABLE 6-21 IMPACT SIGNIFICANCE LAND VALUES	107
TABLE 6-22 IMPACT CHARACTERISTICS VISUAL AMENITY	109
TABLE 6-23 IMPACT SIGNIFICANCE VISUAL AMENITY	109
TABLE 6-24 IMPACT SIGNIFICANCE ABORIGINAL CULTURAL HERITAGE	111
TABLE 6-25 IMPACT SIGNIFICANCE ABORIGINAL CULTURAL HERITAGE	111
TABLE 6-26 SUMMARY OF SOCIAL IMPACTS	112
TABLE 7-1 PROPOSED MONITORING FRAMEWORK	115
TABLE 7-2 COMMUNITY ENHANCEMENT FUND DETAILS	118

LIST OF FIGURES

FIGURE 1-1 PROJECT LAYOUT	3
FIGURE 2-1 SIA PROCESS	6
FIGURE 3-1 PROJECT SOCIAL LOCALITY	15
FIGURE 5-1 POPULATION DEMOGRAPHIC SNAPSHOT, 2021 CENSUS	28

ACRONYMS AND ABBREVIATIONS

Name	Description
ABS	Australian Bureau of Statistics
ACHAR	Aboriginal Cultural Heritage Assessment Report
AEIC	Australian Energy Infrastructure Commissioner
BAM	Biodiversity Assessment Method
BDAR	Biodiversity Development Assessment Report
BEMOP	Emergency Management and Operations Plan
BESS	Battery Energy Storage System
BMP	Biodiversity Management Plan
BRA	Bushfire Risk Assessment
CALD	Culturally and Linguistically Diverse
CBSF	Community Benefit Sharing Fund
CE4G	Community Energy for Goulburn
CEMP	Construction Environmental Management Plan
CHMP	Cultural Heritage Management Plan
CNVMP	Construction Noise and Vibration Management Plan
CSP	Community Strategic Plan
DCCEEW	NSW Department of Climate Change, Energy, the Environment and Water
DCP	Development Control Plans
DIDO	Drive In Drive Out
DPE	NSW Department of Planning and Environment (formerly DPIE)
DPIE	Department of Planning, Industry and Environment (now DPE)
DPHI	NSW Department of Planning, Housing and Infrastructure (formerly DPE)
DRP	Decommissioning and Rehabilitation Plan
EIA	Economic Impact Assessment
EIS	Environmental Impact Statement
EMS	Environmental Management Strategy
EPBC	Environment Protection and Biodiversity Conservation
EPC	Engineering, Procurement and Construction
EPI	Environmental Planning Instrument
ESCP	Erosion and Sediment Control Plan
FIFO	Fly In Fly Out
FTE	Full Time Equivalent
GST	Goods and Services Tax
GW	Gigawatt
HSE	Health, Safety and Environment

Name	Description
IAIA	International Association for Impact Assessment
LAIA	Land and Agricultural Impact Assessment
LALC	Local Aboriginal Land Council
LCVIA	Landscape Character and Visual Impact Assessment
LEP	Local Environmental Plan
LGA	Local Government Area
LSPS	Local Strategic Planning Statement
LUCRA	Land Use Conflict Risk Assessment
MW	Megawatt
NPI	Noise Policy for Industry
NSW	New South Wales
OSOM	Over Size Over Mass
PAD	Potential Archaeological Deposits
PCT	Plant Community Types
PNTL	Project Noise Trigger Levels
RAI	Rental Availability Index
RAP	Registered Aboriginal Party
REZ	Renewable Energy Zone
RFS	Rural Fire Service
RNP	Road Noise Policy
SA1	Statistical Area Level 1
SEARs	Social and Environmental Assessment Requirements
SEIFA	Socio-Economic Index for Areas
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SSD	State Significant Development
STA	Short Term Accommodation
SUA	Significant Urban Area
TIA	Traffic Impact Assessment
TMP	Traffic Management Plan
UCL	Urban Centre and Locality
WAMP	Workforce Accommodation Management Plan
WAP	Workforce Accommodation Plan

1. INTRODUCTION

This Social Impact Assessment (SIA) has been prepared for X-Elio Aus2 Pty Ltd (X-Elio, The Applicant) to assess the social impacts relating to the development of the Canyonleigh Battery Energy Storage System (BESS) (the Project). The Applicant proposes to construct, operate, maintain and decommission the Canyonleigh BESS, proposed to be located at 962 Canyonleigh Road, Brayton, New South Wales (NSW), within the Goulburn Mulwaree Local Government Area (LGA).

The Canyonleigh BESS is proposed to be located 30 kilometres (km) northeast of Goulburn, within NSW and is anticipated to have an installed storage capacity of up to 300 Megawatts (MW) /1,200 MW hour (MWh). The Project is entirely located within the Goulburn Mulwaree LGA, within the South East and Tablelands region.

The Project Area is approximately 130.60 hectares (ha) and is comprised of two allotments; being Lot 2341 DP622834 and Lot 12 DP727493.

The Project is declared to be State Significant Development (SSD) under Clause 2.6(1) of the *State Environmental Planning Policy (Planning Systems) 2024* (Planning Systems SEPP). The Applicant is seeking development consent for the Project under Part 4, Division 4.7 of the *Environmental Planning and Assessment Act 1979* (EP&A Act).

The Applicant has engaged Environmental Resources Management Australia Pty Ltd (ERM) to prepare an SIA for the Project.

1.1 THE APPLICANT

X-Elio is a global leader in renewable and sustainable energy development and has successfully delivered renewable energy projects in more than ten countries across Europe, Asia, North America, South America, and Oceania for more than 20 years. X-Elio entered the Australian renewable energy market in 2017, acting as developer for Solar Farms and BESS'.

X-Elio is committed to best practice community and stakeholder engagement through actions that cover education development at all levels and focus on the preservation and improvement of the ecosystem to achieve an eco-friendly life in the community. The group has a strong commitment to Greenhouse Gas (GHG) reduction and the fight against climate change.

X-Elio Aus2 Pty Ltd is a wholly owned company of X-Elio and is the Proponent for the Project. The relevant contact details are:

- **X-Elio Aus2 Pty Ltd ACN:** 678 801 315
- **Address:** Level 7, 67 Palmerston Crescent, South Melbourne VIC 3205

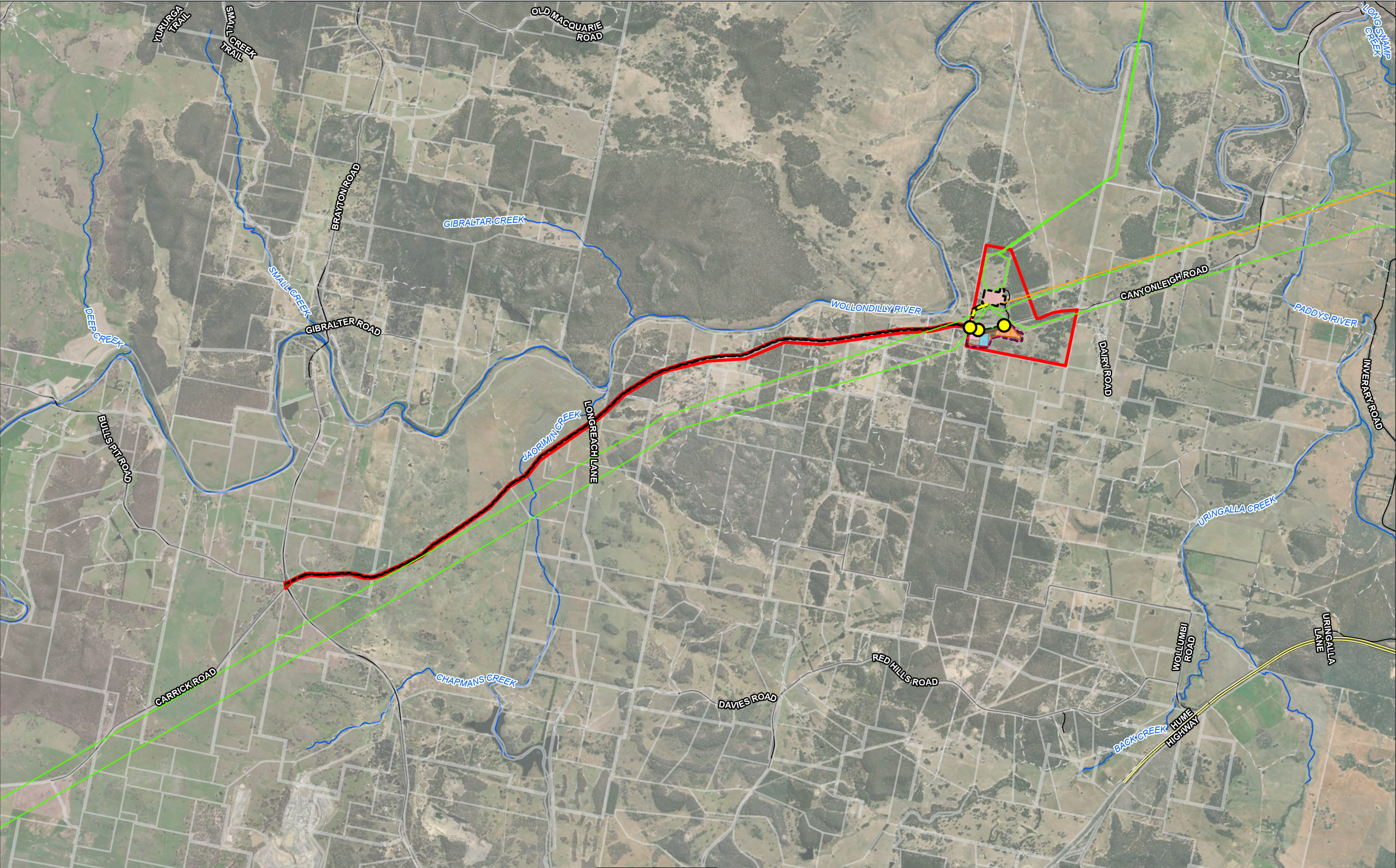
1.2 PROJECT DESCRIPTION

The Project involves the construction, operation and decommissioning of a BESS, with an estimated capacity of up to 300 MW / 1,200 MWh, at 962 Canyonleigh Road, Brayton, NSW. The Project will also include associated and ancillary infrastructure facilities, including access roads and electrical reticulation network. **Table 1-1** summarises the key indicative Project components and specifications.

TABLE 1-1 PROJECT COMPONENTS AND SPECIFICATIONS

Project Element	Specification
BESS	• One BESS with 300 MW / 1,200 MWh storage capacity. • Located on Lot 2341 DP 622834 and Lot 12 DP 727493.
Electrical Reticulation Infrastructure	• The Project will connect to the existing Transgrid 330 kilovolt (kV) Marulan Substation located on Lot 2341 DP 622834. • New proposed step-up substation will connect from 33 kV to 330 kV underground feeder/connection line, which leads to existing Marulan substation.
Access	The Project will be accessed via three site access points, located on Canyonleigh Road.
On-site Supporting Infrastructure	• Temporary construction and laydown area; • Permanent Operations & Maintenance (O&M) facility including: ◦ A control room; ◦ Storage facilities; ◦ Supervisory Control and Data Acquisition (SCADA) facilities; ◦ Car parking; ◦ Basic office and associated amenities; and ◦ Utilities and waste facilities. • New and/or upgraded internal access roads; • New and/or upgraded drainage system; and • Security fencing and lighting.
Construction Workforce	• Approximately 100 Full Time Equivalent (FTE) employees during peak construction. • Average annual workforce of 70 FTE.

Figure 1-1 shows an overview of the Project and presents the Project in a regional context.



Legend

- Site Access
- Indicative 330kV Connection
- Access Roads - Earthworks
- Fence
- Tree Protection Area
- 330kV
- 132kV
- Platform
- Water Tank
- Laydown Area
- BESS Battery Containers
- BESS Area
- O&M Control Building
- Parking Slots
- Storage Containers
- Substation
- Site Access
- Internal Roads
- Existing substation
- Project Area
- O&M Facility
- Cadastre
- Primary Road
- Road
- Track-Vehicular
- Major Watercourse

Coordinate System:
GDA 1994 MGA Zone 55

Date: 11/03/2026

Created By: NB/RT

Drawing Size: A3

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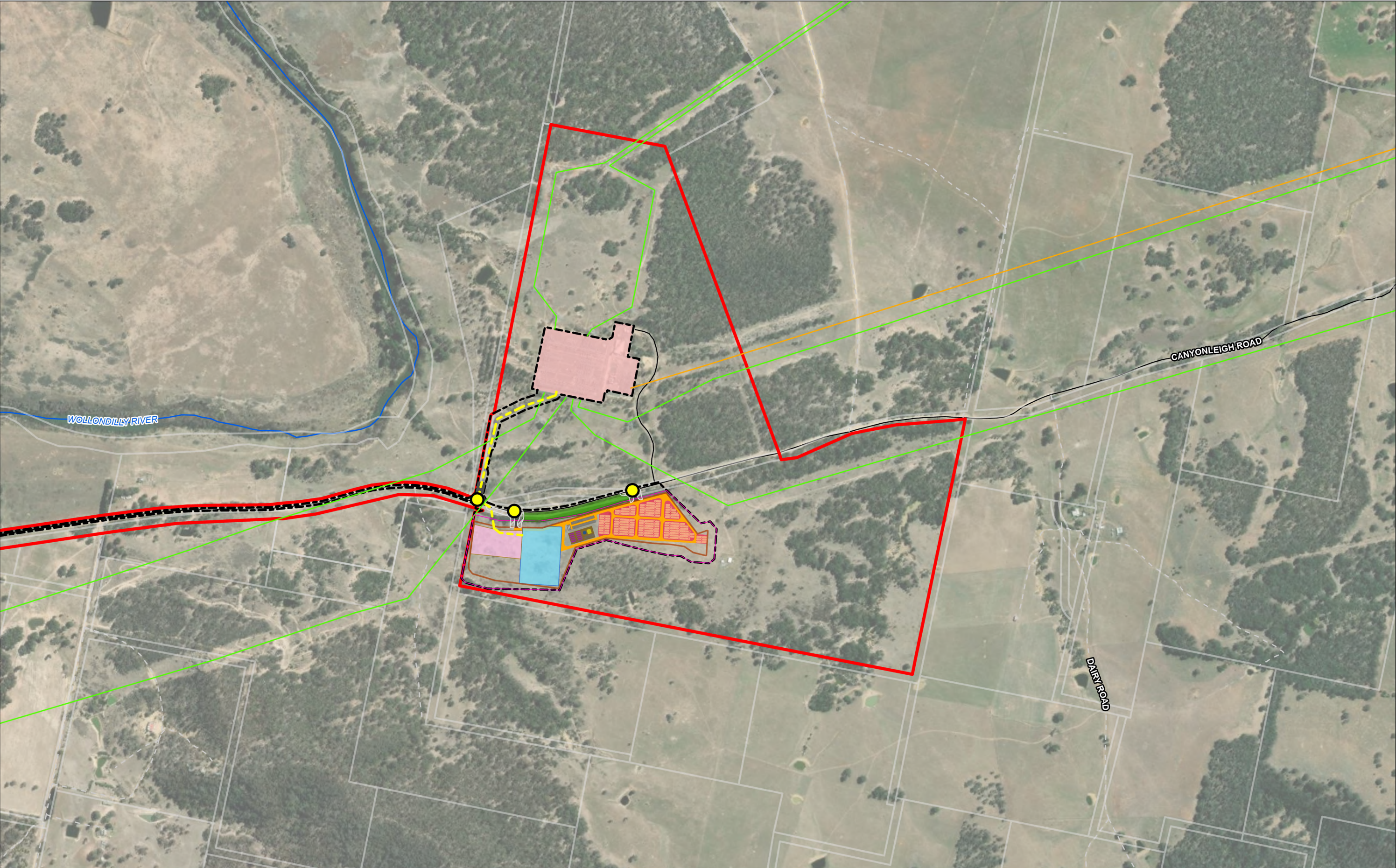
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F1-1 Project Layout

Map 1 of 2

Canyonleigh BESS Project Social Impact Assessment

X-Elío Aus2



Legend

- Site Access
- Indicative 330kV Connection
- Access Roads - Earthworks
- Fence
- Tree Protection Area
- 330kV
- 132kV
- Platform
- Water Tank
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- Project Area
- O&M Facility
- Cadastre
- Road
- Track-Vehicular
- Major Watercourse



Coordinate System:
GDA 1994 MGA Zone 55

Date: 11/03/2026

Created By: NB/RT

Drawing Size: A3

0 110 220m

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F1-1 Project Layout

Map 2 of 2

Canyonleigh BESS Project Social Impact Assessment

X-Elío Aus2

1.3 PURPOSE AND OUTLINE

The purpose of this SIA is to provide the Department of Planning, Housing and Infrastructure (DPHI) with an understanding of the Project's potential social impacts, and how these social impacts are identified, assessed, managed, and monitored, consistent with the legislative and regulatory context outlined above.

The SIA is structured as follows:

- **Section 2** provides an overview of the SIA methodology;
- **Section 3** describes the scoping for the Project's Social Locality, stakeholder identification and stakeholder engagement;
- **Section 4** provides a legislative and regulatory framework for the Project, which has been considered in the assessment of socio-economic impacts;
- **Section 5** describes the existing baseline conditions in the Project's Social Locality;
- **Section 6** assesses the social impacts that may result from the Project, provides an overview of enhancement and mitigation measures, and a rating of residual impacts; and
- **Section 7** outlines and approach that will be followed in monitoring and managing social impacts into the construction, operation and decommissioning phases of the Project.

1.4 AUTHORSHIP

The SIA report was drafted by Hailey Bowden who holds a Bachelor of Environmental Science and Management and a Bachelor of Business, Environmental Sustainability and International Business from the University of Newcastle, and Loucky Spit, who holds a MSc in Social Sciences (International Relations) from the University of Amsterdam. The report was reviewed from a technical perspective by Paula Saad, who has over 15 years' experience in the field of social performance (including SIA) and holds a Bachelor of Urban Planning from Mackenzie University. Paula and Loucky are members of the International Association for Impact Assessment (IAIA).

2. SOCIAL IMPACT ASSESSMENT METHODOLOGY

This SIA has been prepared in accordance with the NSW Guideline and Technical Supplement (DPE 2023a, 2023b), which aims to enhance the rigour applied to SIAs with a view to minimising impacts and enhancing benefits in line with good international industry practice. The assessment has been undertaken in accordance with these Guidelines and the Secretary's Environmental Assessment Requirements (SEARs) issued by DPHI on 12 December 2024 (outlined in **Section 4.1**).

We acknowledge that the NSW SIA Guidelines were updated in July 2025. However, this project received its SEARs prior to that update, under the 2023 guidelines. Accordingly, this assessment has been prepared in line with the 2023 NSW Guideline and Technical Supplement, which were applicable at the time of SEARs issuance, while the updated guidelines have nonetheless informed our awareness of current best practice. **Figure 2-1** outlines the steps taken to complete the SIA, which are described in the following sections.



FIGURE 2-1 SIA PROCESS

2.1 PHASE 1: SCOPING

Following good international industry practice (Vanclay et al 2015) and the NSW Guideline and Technical Supplement (DPE 2023a, 2023b), the scoping undertaken for this SIA aimed to:

- Capture and characterise the likely social impacts to inform Project planning before social impacts start occurring;
- Enable a consistent but scalable approach to SIA where the level of assessment is proportionate to the scale and nature of the likely social impacts;
- Consider the information to be assessed during the SIA scoping and initial assessment and the approach to community engagement;
- Identify potential Project refinements and possible mitigation and enhancement measures; and
- Identify the impacts that may require further assessment in the EIS and the possible level of assessment for each impact.

The SIA also made use of DPHI's SIA Worksheet (scoping worksheet) (DPHI 2024b), which helped to identify potential social impacts through the following steps:

- Identification of Project activities that may cause impacts;
- Categorisation of impacts according to their effects on way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, decision-making system; and whether the impacts are positive or negative, tangible or intangible;
- Determination as to which prior investigations are relevant to the Project;
- Identification of cumulative and combined impacts, including spatial, temporal, and linked impacts;

- Definition of material impact, including the extent of people affected, duration of impacts, intensity / scale of impacts, sensitivity of the people affected, and their level of concern or interest; and
- Assignment of assessment levels, such as detailed, standard, minor, or not relevant, for each identified impact.

2.2 PHASE 2: SOCIAL BASELINE DATA COLLECTION AND ANALYSIS

The social baseline describes the social context without the Project. It documents the existing social environment, conditions and trends relevant to the impacts identified. The social baseline is the benchmark against which direct, indirect and cumulative impacts are predicted and analysed.

The scope and content of the social baseline has been tailored to the Project context and the level of assessment of social impacts using meaningful indicators and information, including stakeholder engagement activities relevant to the SIA (**Section 3.3**). Where scoping identified that primary data was required for the assessment, stakeholder engagement activities for the EIS were adapted to provide this information (**Section 3.3**).

The data collected and presented in this SIA is based on a review of available data from a range of primary and secondary sources. This includes, but is not limited to:

- The Australian Bureau of Statistics (ABS) – Census (Community Profile), Socio-Economic Index for Areas (SEIFA), etc.;
- NSW Government Department data (e.g. NSW Health, Transport for NSW (TfNSW), and NSW Police Force);
- Local Government data;
- Stakeholder engagement outcomes – community insights, including issues and concerns, gathered through the stakeholder consultation process (**Section 3.3**);
- Local and State government planning, policy, and strategy documentation; and
- Plans, policies and other documents provided by the Applicant.

Combined, this data seeks to portray community values and how people and the things they value may be impacted by the Project. This includes consideration of:

- The features of the community, the Social Locality, and / or the landscape that people value, which ranges from urban areas and the sense of community or the accessibility of services that the community experiences, to natural and diverse environments or quiet / vibrant neighbourhoods;
- How these features influence local people's way of life, health or wellbeing;
- How the Project might affect these features, and for which groups;
- How the Project could be modified to enhance these features and how they affect people's wellbeing; and
- How the Project may be designed to avoid and minimise any short-term adverse impacts.

In considering the above, the social baseline identifies and describes: the different social groups who may be affected by the Project; all the built and natural features that local people value and why they value them; the historical, current and expected social trends, including as a result of this Project and other projects in the area; the various social elements of value, and

interpretations of them¹, while demonstrating appropriate social-science research methods and data limitations.

The key limitations of the data collection and analysis undertaken for the SIA are provided in **Table 2-1**.

TABLE 2-1 LIMITATIONS OF THE SIA DATA COLLECTION

Limitations	Description	Adopted Methods to Address
Subjectivity	Qualitative data can be influenced by community perceptions, biases, and values. Whilst these aspects have sought to be validated through the data analysis conducted, there always remains the possibility of these influences remaining.	The SIA employed the method of data triangulation to reduce the potential for subjectivity and enhance the reliability of conclusions and strengthen the overall validity of the results obtained in the assessment process. Triangulation entails cross-referencing findings from multiple data sources (qualitative and quantitative), research methodologies (i.e. various methods employed by each technical assessment) and community perspectives (supportive, neutral and oppositional). Accordingly, the SIA draws on a combination of both qualitative and quantitative data sets, including Project specifications, baseline data, multiple sources of stakeholder engagement and technical studies conducted for the EIS.
Data Collection	Time and resource constraints and concern about consultation fatigue in communities make best practice social science data collection difficult to achieve.	In addition to stakeholder engagement data, the SIA has utilised the multiple sources of stakeholder engagement across the various technical studies undertaken for the EIS. Accordingly, the extent of data presented within the SIA is appropriate for the nature and scale of the Project.
Cumulative impacts	Cumulative impact assessments are carried out in accordance with <i>Cumulative Impact Assessment Guidelines for State Significant Projects</i> (DPE, 2022a). These assessments are typically based on the limited amount of publicly available information of surrounding projects applying for Development Approval. The limited extent of information, and associated knowledge gaps, results in a fragmented approach to forecasting cumulative social impacts. For example, there is limited data surrounding the various factors affecting the future supply and demand for housing, which could have an impact on the availability of accommodation for the non-local workforce.	Stakeholder engagement asked direct questions about the perception of cumulative impacts to key stakeholders. Additionally, the SIA provides an overview of proximate SSDs with potential for cumulative impacts. The SIA has also considered the social implications of the cumulative impact assessments conducted by all relevant technical appendices of the EIS.

¹ Social elements of value to people are defined in the Guideline as people's: way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, and decision-making systems (DPIE 2023a, p. 7).

Limitations	Description	Adopted Methods to Address
Predictivity	SIAs are conducted before a project is implemented and subsequently prior to the community experiencing both Project benefits and impacts.	Some of the social impacts identified in this report are those which have the potential to occur in the future. In identifying and assessing potential impacts, the SIA has drawn on academic literature (with a focus on studies that have evaluated impacts of similar types of projects), and insights from experienced practitioners. In addition, consideration is given to existing and emerging community trends to help identify potential impacts that may occur, and their likely significance.

2.3 PHASE 3: IMPACT ASSESSMENT

The primary and secondary data collected and compiled for the social baseline, including community voices, is then assessed with the rigorous impact significance methodology, as described in the Technical Supplement (DPE, 2023b).

In this approach, impact significance is understood as the likelihood of an impact occurring combined with the magnitude of impacts, both positive and negative, and prior to the application of any mitigation or management measures. The likelihood level refers to the probability of a social impact occurring as a result of the Project, while the magnitude is considered as a combination of the following characteristics rated from very low to very high:

- **Extent:** Who specifically is expected to be affected (directly, indirectly, and / or cumulatively), including any potential vulnerable people? Which location(s) and people are affected? (e.g., near neighbours, local, regional).
- **Duration:** When is the social impact expected to occur? Will it be time-limited (e.g., over particular Project phases) or permanent?
- **Severity:** What is the likely scale or degree of change? (e.g., mild, moderate, severe).
- **Sensitivity:** How sensitive / vulnerable (or how adaptable / resilient) are affected people to the impact, or (for positive impacts) how important is it to them? This might depend on the value they attach to the matter; whether it is rare / unique or replaceable; the extent to which it is tied to their identity; and their capacity to cope with or adapt to change.
- **Level of Concern/Interest:** How concerned / interested are people? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration and / or severity. Concern itself can lead to negative impacts, while interest can lead to expectations of positive impacts.

Qualitative and quantitative indicators described in the social baseline are used to inform an understanding of the social impacts identified in the scoping phase across each of these five characteristics.

The **magnitude** for each impact from the following five levels can then be defined on the following scale:

- **Transformational:** Substantial change experienced in community wellbeing, livelihood, infrastructure, services, health, and / or heritage values; permanent displacement or addition of at least 20% of a community.

- **Major:** Substantial deterioration / improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area.
- **Moderate:** Noticeable deterioration / improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people.
- **Minor:** Mild deterioration / improvement, for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable.
- **Minimal:** Little noticeable change experienced by people in the locality.

The likelihood of an impact occurring along with its magnitude of impact as assessed above combine to yield a rating of social impact significance, as described in **Table 2-2**.

TABLE 2-2 ADAPTED DPHI SOCIAL IMPACT SIGNIFICANCE MATRIX (DPE, 2023b)

		Magnitude level				
		1 Minimal	2 Minor	3 Moderate	4 Major	5 Transformational
Likelihood level	A Almost certain	Medium	Medium	High	Very High	Very High
	B Likely	Low	Medium	High	High	Very High
	C Possible	Low	Medium	Medium	High	High
	D Unlikely	Low	Low	Medium	Medium	High
	E Very unlikely	Low	Low	Low	Medium	Medium

*Where impacts are positive the following colour scale is used:

	Positive		Low	Medium	High	Very High
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2.4 PHASE 4: ENHANCEMENT, MITIGATION AND RESIDUAL IMPACTS

Following the assessment of impacts, measures to avoid and / or minimise negative impacts are considered, including those implemented in earlier stages of Project planning and development. Where avoidance or minimisation is not possible, management strategies are identified. Where an impact is predicted to be positive, measures to enhance positive impacts are identified to ensure the maximum benefit to the community across all impact significance ratings.

The following factors (DPE 2023b, p. 15) were considered in the development of mitigation measures:

- Ensuring a clear connection between the mitigation measure and the negative social impact being mitigated;
- Whether there is an applicable standard that defines what is acceptable;
- Whether the Project is the sole or primary cause of the negative social impact, and the scale of its relative contribution to the overall or cumulative impact;
- Whether the mitigation measure requires action by another party separate to the proponent;
- Whether the mitigation measure itself is likely to cause secondary social impacts;
- Whether the mitigation measure is reasonable or practicable;
- Whether and in what ways the mitigation measure is acceptable to affected people;

- Whether the mitigation measure will address all reasonably foreseeable scenarios; and
- Whether the mitigation approach is prescribed in a government policy, or if alternative formalised arrangements are required.

Social impact significance, as outlined in **Table 2-2**, is used to determine the level of management required with a proportional focus on impacts with a higher impact significance (i.e., medium, high and very high). The impact assessment and impact significance ratings derived in the assessment are revised after the application of management and mitigation strategies have been applied to provide a residual impact significance rating for each impact.

These management and mitigation strategies are arranged according to Project phase (e.g., Construction and Operation) and into the following categories: stakeholder and community; employment and procurement; local disruptions during construction; accommodation and worker influx; land use and landscape, and cumulative impacts. The management and mitigation strategies summarised in **Section 7** provide a preliminary Social Impact Management Plan (SIMP). The preliminary SIMP focuses on effective, adaptive, and actionable measures and includes consideration of the likelihood of their implementation and sustainability from the community's perspective.

2.5 PHASE 5: MONITORING AND MANAGEMENT FRAMEWORK

The accuracy of the impact assessment, progress towards implementation of the SIMP, and the effectiveness of measures it contains is accompanied by a monitoring and management framework. The framework (and subsequent plan) includes a program for monitoring the predicted social impacts against actual impacts and describes:

- The desired outcomes in social terms, including measures and strategies detailed in the SIMP.
- The indicator(s) that will be used to monitor change.
- The targets against which performance will be assessed.
- The methods that will be used to monitor the social impact.
- The frequency of monitoring.
- The roles and responsibilities involved in the monitoring framework (and subsequent plan).
- The process for responding to monitoring results, including the process, and roles and responsibilities for identifying and implementing adaptive management strategies as required.

The framework also outlines any relevant social incident notification and reporting process, a program for ongoing analysis of social impacts, positive and negative, identification of any data gaps and how they might be addressed, and processes for reviewing and reporting on the results of monitoring. Monitoring and evaluation plans are conditions typically applied during the State assessment and approvals process.

The framework outlined in **Section 7** provides the basis for developing a more detailed plan that will be required to meet this likely condition of approval, and will be consistent with any additional SIMP development that may also likely be required as conditions of approval.

3. SCOPING: SOCIAL LOCALITY AND STAKEHOLDER IDENTIFICATION

This chapter outlines the scoping process for the SIA, which focuses on defining the Social Locality and identifying key stakeholders. It provides details on the physical and operational attributes of the Project to determine the impacted communities and routes, using demographic and geographic data to support the analysis. It also provides an overview and categorisation of stakeholders identified, including landowners, local councils, and Aboriginal communities, which is essential for undertaking targeted engagement, analysis of engagement data and impact mitigation strategies.

3.1 APPROACH TO DETERMINING THE SOCIAL LOCALITY

For the purposes of the SIA, these people include individuals, households, groups, communities, businesses, and other types of organisations. Key terms that categorise different members of the local population are provided below:

- *Receptors* are defined as those individuals or entities that are directly affected by the project. Various technical studies for the EIS refer to receptors who are directly impacted by changes to noise, air quality and traffic.
- *Stakeholders* on the other hand, can refer to groups or organisations that represent several people with an interest in a State significant project. Stakeholders can be more actively involved in the project, having a stake in its process and outcomes.
- *Sensitive receptors* typically refer to specific locations or populations that are particularly vulnerable to changes and impacts from a project. Examples include schools, hospitals, and communities with heightened environmental or social vulnerabilities.
- *Vulnerable groups* are subsets of the population that might experience disproportionate impacts due to their socioeconomic status, health, age, or cultural significance.
- *Sensitive Receivers* is a term used in the visual impact assessment guidelines (Transport for NSW, 2023).

In determining the Project's Social Locality, the following Project aspects (refer to **Section 1.2**) were taken into consideration:

- The size and location of the BESS, the layout of the access tracks, the substations, and electrical reticulation network;
- The location of these components within the overall Project Area, relative to sensitive land uses. This included proximity to environmental values and topographical features;
- Construction, operation and decommissioning phase activities, such as:
- Land clearing and ongoing access for maintenance;
- Workforce requirements, including skills required and accommodation arrangements;
- Goods and services required by the Project; and
- Haulage routes to and from the Project Area.

When considering these aspects, it was determined that the Project's Social Locality should include the Project Area, the area surrounding the Project Area wherein noise, visual and other amenity impacts may occur, the haulage routes where similar amenity impacts may be experienced, and the communities in larger centres that may provide workers or goods and services to the Project.

3.2 DESCRIPTION OF THE SOCIAL LOCALITY

As stated in **Section 1**, the Project Area is located 30 km northeast of Goulburn. For the demographic, social and economic analysis included in this SIA, an understanding of the following was of key importance when defining the Social Locality:

- An understanding of the townships in closest proximity to the proposed Project, as these are most likely to experience impacts such as construction noise and visual impacts;
- An understanding of the key population centres within close distance of the proposed Project, which are most likely to provide infrastructure, services, supplies, and potentially workers; and
- An understanding of the broader region, mainly to use as comparison to the above.

LGA and Suburb and Locality (SAL) data sets of the ABS have been used to identify key baseline indicators. The Project Social Locality, as defined for the purposes of the SIA, is comprised of the following three components:

- The **Project Area and immediate surrounding areas** refers to the ABS Statistical Area Level 1 (SA1) Nos. 10105154023 (containing the Project), and 10105154019 (north of the Project Area). SA1 data has been used to identify key baseline indicators for the areas of the Social Locality immediately surrounding the Project Area, which encompasses sensitive receptors.
- The proposed **transportation and haulage routes** to the Project Area. Port Botany has been identified as the port where the BESS plant would be imported. The route from Port Botany follows the Hume Highway to Marulan, then Brayton Road and Canyonleigh Road to access the Project Area.
- The **surrounding towns and regional centres** that may provide goods and services to support the Construction Phase of the Project include the following statistical areas. The following towns were identified: Bundanoon Urban Centre and Locality (UCL), Goulburn ULC, Marulan UCL, Yass UCL, Canberra- Queanbeyan Significant Urban Area (SUA) and Bowral – Mittagong SUA. The selection of these towns were based on two criteria:
 - *Town size:* For the Project to source labour, procurement, and / or accommodation options, towns will need to be of a substantial size. A population size of over 750 people has been considered;
 - *Driving distance:* For the Project to consider hosting their workforce, or for workers to consider working for the Project, the town would need to be within a certain distance. An approximate radius has been provided based on all towns within an approximate one hour driving distance, by car and per road^{2,3}.

The data sets chosen for the Social Locality will enable the following types of comparative statistical analysis in **Section 5**:

² Research connects commutation with negative health and productivity outcomes (Van Ommeren, 2011), which is why a maximum of one (1) hour driving distance is used. An exception is made for Yass UCL and Canberra- Queanbeyan SUA (driving distances of approximately 1.5 hours, refer to **Table 3-1**), because the Project will provide shuttle busses (refer to **Section 5.7**).

³ The following towns are located within a one-hour driving distance but with a population of less than 750 people: Exeter (population 419), Wingello (population 510), Burrawang (population 270), Taralga (population 292), Gunning (population 604), and Collector (population 251). For those located within Goulburn Mulwaree LGA or Wingecaribee LGA, data is integrated within LGA statistics.

- **Rural-urban analysis:** SUAs and UCLs establish baseline data for urban areas whilst SA1s surrounding UCLs represent low-density rural areas, which allows for a rural-urban analysis;
- **Hierarchical spatial analysis:** LGA and State data is included to allow for a hierarchical spatial analysis comparing locations (SA1s, UCLs and SUAs) to regional and State baselines. Besides Goulburn Mulwaree LGA (LGA13310), Wingecaribee LGA (LGA18350) is also considered as the Project Area is relatively closely located to this LGA, and many of the towns considered above, as well as a part of the transportation route, are located within this LGA; and
- **Time-series analysis:** Including ABS data from the two most recent census years (currently 2016 and 2021) will allow for a time-series analysis to identify positive and negative socio-economic trends.

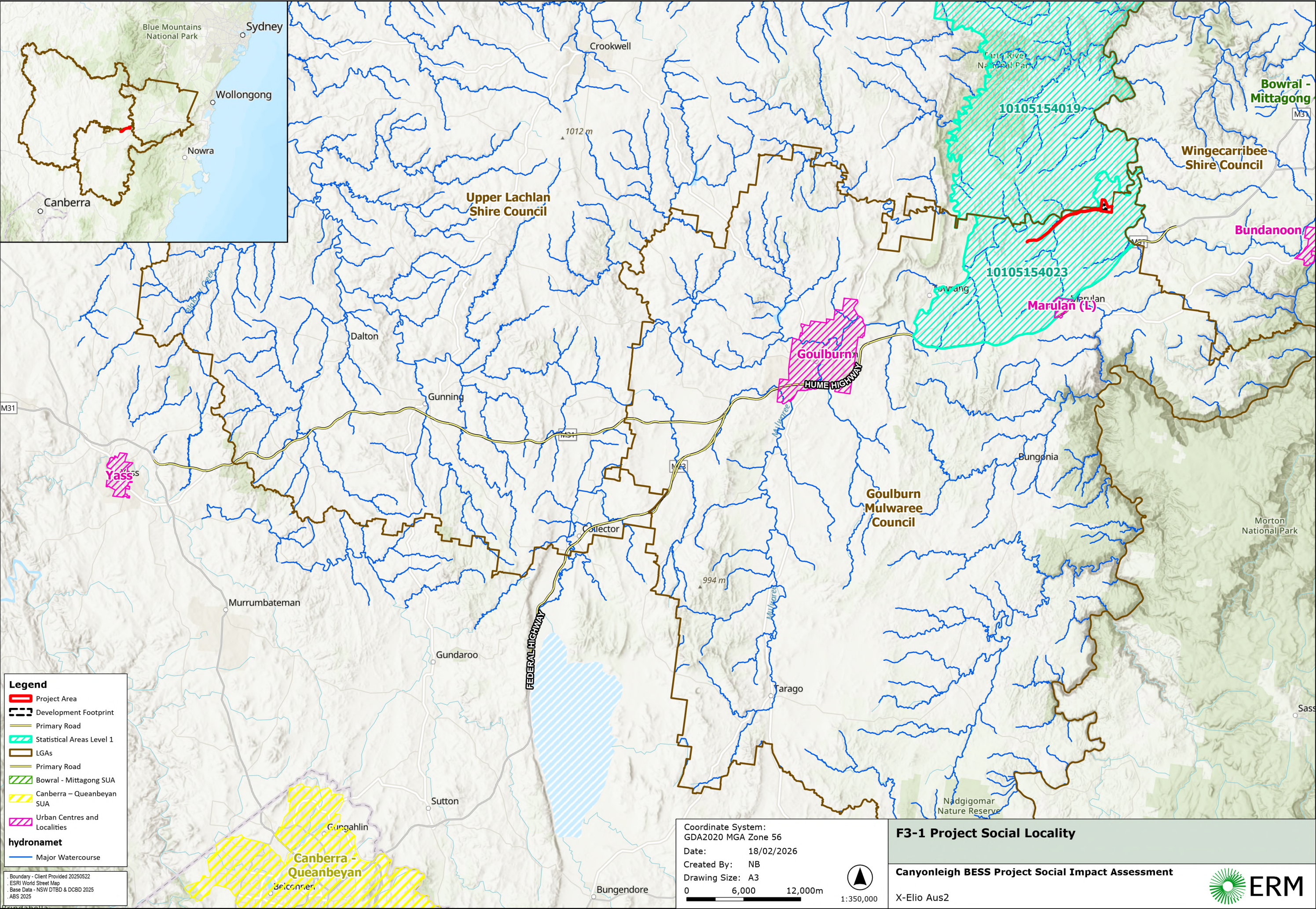
The Project Area and immediate surrounding areas, transportation and haulage routes, and surrounding towns and regional centres form the Social Locality, as depicted in **Figure 3-1**.

Indicative travel distances of the townships within the Social Locality to the Project Area are provided in **Table 3-1**.

TABLE 3-1 VEHICULAR TRAVEL DISTANCES FROM THE PROJECT AREA

Town/Regional Centre	Travel Distance	Estimated Travel Time
Bundanoon UCL	36.3 km	39 minutes
Goulburn UCL	38.5 km	34 minutes
Marulan (L) UCL	19.8 km	19 minutes
Yass UCL	123 km	1 hour, 25 minutes
Canberra SUA	129 km	1 hour, 35 minutes
Bowral – Mittagong SUA ⁴	35.7 km	38 minutes

⁴ Indicated time and distance presented is to Moss Vale.



3.2.1 ABS DATASETS

The data presented in the baseline provides an understanding of the communities within the Social Locality, including the Project Area and immediate surrounding areas, local transportation and haulage routes, and nearby regional centres. It is noted that not all data sets (e.g., health, crime, transport) are readily available at a SA1 level. Where this is the case, the most appropriate data is presented, which may be at a LGA or regional level.

Table 3-2 outlines the primary ABS datasets used to provide key demographic data across the Project's Social Locality. Where available, 2016 and 2021 Census data is used for the purposes of comparative trend analysis. Prior to conducting a comparative trend analysis, it is crucial to ensure that land areas remain unchanged. There have been no changes to the land area and boundaries of the ABS Statistical Areas that comprise the Social Locality between 2016 and 2021. Although numerous changes were made to the Australian Statistical Geography Standard between 2016 and 2021 census (ABS, 2016a, 2021b), changes to statistical area names and code numbers between 2016 and 2021 did not correspond to boundary or land area changes in the Social Locality (as shown in **Table 3-2**).

TABLE 3-2 SUMMARY OF RELEVANT ABS DATASETS⁵

Location ⁶	2016		2021	
	Approx. Area (km ²)	ABS Data Reference	Approx. Area (km ²)	ABS Data Reference
SA1 (containing the Project Area)	*	1154023	*	10105154023
SA1 (north of the Project Area)	*	1154019	*	10105154019
Goulburn Mulwaree LGA	3220.1	LGA13310	3220.1	LGA13310
Wingecarribee LGA	2689.3	LGA18350	2689.3	LGA18350
Bundanoon UCL	9.7	UCL115029	9.7	UCL115031
Goulburn UCL	55.6	UCL112008	55.6	UCL112009
Marulan (L) UCL	2.7	UCL121069	2.7	UCL121072
Yass UCL	7.6	UCL 114034	8.2	UCL 114037
Canberra – Queanbeyan SUA	499.3	SUA 8001	517.1	SUA 8001

⁵ Shapefile area data was accessed via the following ABS webpages:

⁶ As presented in this table, changes were made to the Australian Statistical Geography Standard (ASGS) between 2016 and 2021 census (ABS, 2021), including statistical area names and code numbers. This report references the 2021 ASGS names and codes for all statistical areas. Further information on changes is to be found here:

<https://www.abs.gov.au/statistics/standards/australian-statistical-geography-standard-asgs-edition-3/jul2021-jun2026/main-structure-and-greater-capital-city-statistical-areas/changes-previous-edition-asgs>.

Location ⁶	2016		2021	
	Approx. Area (km ²)	ABS Data Reference	Approx. Area (km ²)	ABS Data Reference
Bowral – Mittagong SUA ⁷	421.8	1006	421.8	1006
NSW	800,810.8	Area Code 1	800,797.7	Area Code 1

3.3 STAKEHOLDER ENGAGEMENT ACTIVITIES FOR THE SIA

The applicant commenced community and stakeholder engagement on the Project in June 2024.

Table 3-3 below lists the to-date identified stakeholder groups that have been, will be, or might be engaged throughout the Project's lifecycle. Stakeholders have been grouped based on organisation type, individual interest, or interaction with the Project.

The SIA has assessed the use of diverse and inclusive engagement methods to ensure that sensitive receptors were not excluded from engagement. Crucially, engagement with sensitive receptors is considered in the SIA to be a critical step in mitigating and managing social impacts, as the changes resulting from the Project may be more acutely felt by these sensitive receptors.

The following sections summarise the extent of consultation undertaken which have informed the findings of the SIA (**Section 6**).

3.3.1 IDENTIFICATION OF KEY STAKEHOLDER GROUPS

Table 3-3 lists the to-date identified stakeholder groups that have been and will continue to be engaged throughout the Project's lifecycle. Stakeholders have been grouped based on organisation type, individual interest, or interaction with the Project.

TABLE 3-3 KEY STAKEHOLDERS

Stakeholder group	Specific parties
Traditional Owners and Indigenous groups	- Pejar Local Aboriginal Land Council (LALC) - Aboriginal Housing Office – Goulburn
Federal Government	<i>Local Elected Members of the House of Representatives</i> - Member for Eden-Monaro, Hon Kristy McBain MP Liberal National Party (LNP) and Minister for Regional Development, Territories and Local Government, Minister for Emergency Management <i>Key Ministers</i> - Minister for Climate Change and Energy, The Hon Chris Bowen MP Australian Labor Party (ALP) - Assistant Minister for Climate Change and Energy, The Hon. Josh Wilson (ALP)
NSW State Government	<i>Local Elected Members of the NSW Legislative Assembly</i>

⁷ Covers the following UCLs within a one-hour driving distance: Moss Vale UCL, Berrima (L) UCL, and New Berrima UCL.

Stakeholder group	Specific parties
	• Member for Goulburn, Mrs Wendy Margaret Tuckerman MP (LNP) • Minister for Climate Change and Energy, • Minister for Environment • Minister for Heritage Penny Sharpe MP (ALP) <i>State Government departments and agencies</i> • Department of Climate Change, Energy, the Environment and Water (DCCEEW) • Water NSW • Essential Energy • DPHI • Department of Regional NSW • TfNSW
Goulburn Mulwaree Council	• Mayor and Councillors • Executive staff
Neighbouring Councils	• Upper Lachlan Shire Council (north of site) • Queanbeyan-Palerang Regional Council (southwest of site) • Yass Valley Council
Neighbours	• Host landholder/s • Neighbours <5 km (Approximately 60) • Neighbours between 5 km-10 km (Approximately 118)
Businesses	• <10 km from site (Approximately 20)
Business organisations	• Business 2580 (<i>previously Goulburn Chamber of Commerce</i>) • NSW Business Chamber • Marulan Chamber of Commerce
Transport	• Goulburn Airport • NSW TrainLink (Goulburn & Gunning Stations) • Goulburn Rail Heritage Centre
Tertiary education and training sector	• TAFE NSW – Goulburn • Charles Sturt University Goulburn • Country Universities Centre – Goulburn • Arthursleigh Farm – University of Sydney
Preschools and schools	• <15 km from site (3) • 15 km-30 km from site (19) • >30 km from site (13)
Hospitals and health	• Hospitals (2) • Health services (3)
Emergency services	• Police (3) • Ambulance (2) • Rural Fire Service (RFS) (8)

Stakeholder group	Specific parties
	State Emergency Service
Utilities	- Essential Energy - Hawkesbury-Nepean Catchment Management Authority - National Broadband Network - Telstra - Transgrid – Marulan Substation - WaterNSW
Renewable energy and infrastructure projects	- Renewables projects (approximately 13) - Other major infrastructure projects (approximately 7)
Community and environmental groups	- Community facilities and groups (Approximately 19) - Environment Groups (Approximately 14)
Media – traditional and social	Print - Goulburn Post, Yass Tribune, Goulburn Express Radio - 107.7 2GN Goulburn Radio, 93.5 Eagle, 103.3 RAM, 90.3 ABC Local (Goulburn), 99.9 ABC News (Goulburn), 109.8 ABC Radio National (Goulburn) TV – 9News, 7News, WIN News, ABC News Online - About Region, 7News Riverina

3.3.2 STAKEHOLDER ENGAGEMENT ACTIVITIES

Table 3-4 provides an overview of relevant engagement activities:

TABLE 3-4 ENGAGEMENT ACTIVITIES

Activity	Description
Established communications channels and tools	- Created a Project website, email address, Frequently Asked Questions (FAQs), and Project updates and responded to Project enquiries. - Implemented use of Consultation Manager as a stakeholder database and management system to record engagements, feedback and Project sentiment over time.
Letters/emails to introduce the Project	- Introductory letters/emails sent: - NSW State Member for Goulburn, Mrs. Wendy Tuckerman - Goulburn Mulwaree Council - RFS - Marulan Chamber of Commerce - Goulburn Chamber of Commerce / Goulburn 2580 - Pejar LALC - Yass Valley Council - Queanbeyan-Palerang Regional Council
Doorknocks	Spoke to two adjacent neighbours. Discussions are ongoing with one of these adjacent neighbours.
Stakeholder Meetings	- Introductory meetings with representatives from - Community Energy 4 Goulburn (community solar farm) - Marulan Chamber of Commerce - Goulburn Mulwaree Rural Fire District

Activity	Description
	◦ Pejar LALC ◦ NSW Member for Goulburn, Mrs Wendy Tuckerman MP ◦ Goulburn Mulwaree Council ◦ Upper Lachlan Shire Council ◦ Gunlake Quarry Community and Stakeholder Lead • Follow-up meetings with: ◦ Pejar LALC ◦ Goulburn Mulwaree Council ◦ Goulburn Mulwaree Rural Fire District
Project updates	• One Project update newsletter was developed to introduce the Canyonleigh BESS and the Willavale Renewables Hub in Wollogorang (subsequently renamed). Willavale Park BESS is subject to a separate EIS process. • A second Project update newsletter was developed to announce the issue of the SEARs for both projects and promote the in-person engagement events and the second online survey for Willavale Park BESS • A third Project update newsletter was developed following the in-person engagement for Willavale Park. It included answers to the most frequently asked questions and details of the planned in-person engagement and online survey for the Canyonleigh BESS.
Online surveys	• The surveys were issued during the Scoping Report phase and then a more detailed survey was issued for Canyonleigh BESS during the preparation of the EIS Report. The surveys aimed to gather information and ideas on community values, general sentiment towards renewables / BESS projects and what the community needs and wants for benefit sharing • 14 participants completed the two surveys.
Community engagement sessions (online and in-person)	• One online information session (webinar) on Tuesday, 30 July 2024 • One in-person community information pop-up stand outside Woolworths at the Goulburn Marketplace shopping centre on Friday, 23 May 2025 • One in-person community information pop-up stand at the Goulburn Farmers Markets, Goulburn Showgrounds, on Saturday, 24 May 2025 • One in-person community information session at Marulan Community Hall on Wednesday, 2 July 2025 • 70 individual interactions with a majority positive or neutral sentiment (positive 39, neutral 21, negative 10).
What we heard	• A one-page summary of the views and questions we heard during consultation with key stakeholders and the community during the Scoping Report phase is available on the Projects website.

3.3.3 ABORIGINAL COMMUNITY CONSULTATION

The Project is located within the extent of the Pejar LALC. The Gundungurra people are acknowledged as the traditional custodians of the land.

Consultation with the Aboriginal community in the Social Locality that has informed the impact assessment in **Section 6** was part of the development of the Aboriginal Cultural Heritage Assessment Report (ACHAR) (Appendix H of the EIS). The Applicant has sought and received feedback from the community throughout the EIS phase. Aboriginal community consultation was undertaken in accordance with the Consultation Requirements (NSW DECCW, 2010a). All correspondence was recorded in the Aboriginal Heritage Consultation Log, which is appended to the ACHAR.

Consultation with the Aboriginal community is described in Section 4 of the ACHAR. This section includes a description of how the community were notified and how Registered Aboriginal Parties (RAPs) were involved throughout the development and undertaking of heritage surveys.

Stages of Aboriginal community consultation regarding the cultural heritage of the Project Area are as follows:

- Stage 1 - Notification of the Project Proposal and Registration of Interest;
- Stage 2 - Presentation of Information About the Proposed Project;
- Stage 3 - Gathering Information About Cultural Significance;
- Stage 4 - Review of Draft ACHAR.

Aspects of engagement may be of concern or interest to Aboriginal stakeholders such as individual consultation, cultural heritage, access to private leased land, audible impacts, visual amenity, property values, health and safety and construction disruption.

A total of 18 RAPs were identified. All RAPs were invited to provide feedback on cultural heritage significance. The draft ACHAR was provided to RAPs on 25 May 2025, 1 September 2025 and 7 November 2027 via email. Two RAPs endorsed the recommendations of the ACHAR.

3.3.4 ENGAGEMENT FINDINGS

This section provides insight in what was discussed during past and current engagements that is relevant to the SIA. In line with participatory research methods, the SIA focused engagement recognised all stakeholders as key knowledge holders who could provide valuable information about the local community, economy, infrastructure, and environment (Vanclay, 2003).

Table 3-5 provides a high-level summary of the themes we heard during consultation with the community. The EIS provides further details on how the issues raised have been addressed.

TABLE 3-5 COMMUNITY VIEWS SUMMARY

Theme / Topic	Comment / Concern
Overall perception	• More support for BESS than other renewable energy projects. • The Project will support more reliable energy for the Goulburn region.
Project design	• Seeking clarity on how the battery technology works and the exact location of the site. No objections to the site. • Concerns with the disposal and toxicity of the project waste. • Comments about the impact on neighbouring property prices and the use of quality farmland.
Fire safety	• Concerns about the risk of lithium-battery fires. • Concerns about access to the site being flooded in case of a fire emergency. • Concern that fire crews will prioritise the BESS over residential properties. • Comments about vegetation management to improve fire safety.

Theme / Topic	Comment / Concern
	Support for operational staff receiving fire training and for the local fire service to follow up and approve the management plan.
Construction	- Concerns about an increase in heavy vehicle traffic and the wear and tear of local roads. - Concerns about the cumulative impact of multiple projects being proposed in the region. - Comments about the lack of housing for construction workers.
Cumulative impact	- Concerns about the cumulative impact of the proposed Wattle Creek Solar Farm and Marulan Gas Fired Power Station. Specifically, an increase in traffic from construction vehicles. - Concern that there is no consultation between the projects.
Project benefits	- Support for stored energy servicing the Goulburn region first and reducing the risk of blackouts and outages. - Economic benefits the Project will bring to Goulburn - Support for prioritising local employment and procurement, and training of the local workforce. - Support for the Project's contribution to Australia's renewable energy targets and filling the gap. - Support for lower electricity prices. - Support for collaboration on community initiatives.
Visual impact	Visual impact is minimal at the site's location.
Aboriginal Cultural Heritage	- Support for occupational training opportunities and cultural activities. - Aboriginal participation in the heritage assessments has found no issues with the location.
Accommodation	Potentially suitable accommodation provisions have been discussed. Refer to the Workforce Accommodation Plan (WAP) (Appendix D) for engagement findings.

4. LEGISLATIVE AND REGULATORY CONTEXT

This section describes the legislative and regulatory context relevant to the SIA. The broader strategic context of the Project is provided in the EIS. As noted in **Section 2**, we acknowledge the update to the NSW SIA Guidelines released in July 2025. This project received its SEARs prior to that update, under the 2023 guidelines. Accordingly, the assessment has been prepared in line with the 2023 NSW Guideline and Technical Supplement.

4.1 NSW LEGISLATION

The SEARs relevant to the SIA are presented in **Table 4-1**.

TABLE 4-1 SEARS REQUIREMENTS RELEVANT TO THE SIA

Issue	SEARs Requirement	Relevance to the SIA
Social impact	Including an assessment of the social impacts or benefits of the project for the region and the State as a whole in accordance with the Social Impact Assessment Guideline (DPE, 2023), including consideration of any increase in demand for community infrastructure services, and consideration of construction workforce accommodation, including consideration of Council's comments on impacts on the private rental market.	This standalone SIA addresses this SEARs requirement.
Economic	including an assessment of the economic impacts or benefits of the project for the region and the State as a whole and provide details of any proposed voluntary benefit sharing, having regard for the <i>Benefit-Sharing Guideline 2024 and Private Agreement Guideline 2024</i> .	A standalone Economic Impact Assessment (EIA) (Appendix R of the EIS) informs the impact assessment in Section 6 .
Consultation	During the preparation of the EIS, you should consult with the relevant local, State or Commonwealth Government authorities, infrastructure and service providers, community groups, affected landowners and any exploration licence and / or mineral title holders. In particular, you must undertake detailed consultation with affected landowners surrounding the development, the owners of all exploration licences across the proposed development site, the operator of any pipelines on or adjacent to the site, and all relevant government agencies, including the relevant local Council. The EIS must: detail how engagement undertaken was consistent with the Undertaking Engagement Guidelines for State Significant Projects (DPHI, 2024); and	Outlines the broader consultation requirements for the EIS. Section 3.3 summarises consultation relevant to the SIA, which informs the impact assessment in Section 6 .

Issue	SEARs Requirement	Relevance to the SIA
	describe the consultation process and the issues raised and identify where the design of the development has been amended in response to these issues. Where amendments have not been made to address an issue, an explanation should be provided.	
Additional Consultation Requirements	Heritage- evidence of adequate consultation with Aboriginal communities in determining and assessing impacts, identifying and selecting options for avoidance of Aboriginal cultural heritage and identifying appropriate mitigation measures (including the final proposed measures), having regard to the Aboriginal Cultural Heritage Consultation Requirements for Proponents (DECCW, 2010); Visual- details of measures to mitigate and / or manage potential impacts (including a draft landscaping plan for on-site perimeter planting, with evidence it has been developed in consultation with affected landowners). Transport- provide details of measures to mitigate and / or manage potential impacts (developed in consultation with the relevant road authorities) including: - a schedule of all required road upgrades (including resulting from heavy vehicle and over mass / over dimensional traffic haulage routes); - clear figures of proposed road upgrades (including the site access point); and - road maintenance contributions, and any other traffic control measures.	Consultation requirement for other technical studies have been referenced in Section 3.3 and have informed the assessment of social impacts in Section 6 .
Legislation, Policies & Guidelines	The assessment of the key issues listed above must take into account relevant guidelines, policies, and plans as identified. A list of some of the legislation, policies and guidelines that may be relevant to the assessment of the project can be found at: https://www.planning.nsw.gov.au/policy-and-legislation/planning-reforms/rapid-assessment-framework/improving-assessment-guidance https://www.planningportal.nsw.gov.au/major-projects/assessment/policies-and-guidelines; http://www.environment.gov.au/epbc/publications#assessments	The NSW SIA Guidelines (DPE 2023a, 2023b) are discussed below (Section 4.2).

Additional elements of the SEARs relating to Landscape and Visual, Noise, Heritage, Land Use, Transport and Hazards are relevant to the SIA and are discussed in **Section 6**. The agency advice on SEARs has also been considered in this assessment⁸.

4.2 NSW SIA GUIDELINES

DPHI (previously DPE) *Social Impact Assessment Guideline: For State Significant Projects* ('the Guideline') (DPE, 2023a), *Technical Supplement: Social Impact Assessment Guideline for State Significant Projects* ('Technical Supplement') (DPE, 2023b) and SIA Worksheet (scoping worksheet) (DPE, 2023c), together referred to as 'the Guidelines', provide the most up to date guidance on undertaking SIAs in NSW. Together they update the 2021 draft versions of the same documents and supersede the 2020 SIA Guideline for State Significant Mining, Petroleum, and Extractive Industry Development (DPIE, 2017) which had become the de facto guideline for all SSDs.

The Guideline intends to provide a rigorous framework that aims to:

- identify, evaluate, and respond to social impacts;
- guide meaningful stakeholder and community consultation on social impacts throughout project phases;
- obtain reliable, relevant information, insights and analysis for decision-makers; and
- provide advice on how the SIA can inform ongoing project refinement, monitoring, and adaptive management.

The Technical Supplement provides additional specific advice including on how the SIA should be presented, how to define likelihood and magnitude levels of social impacts, and how to determine impact significance (DPE, 2023b). The Scoping Worksheet is a decision support tool that assists in identifying and considering the likely social impacts of the Project. It is a tool that can be used to demonstrate how scoping has informed the level of assessment undertaken. This SIA has been prepared in line with DPHI's preferred approach, drawing on the Guideline, Technical Supplement and Scoping Worksheet.

4.3 STATE, REGIONAL AND COMMUNITY PLANNING

4.3.1 NSW ELECTRICITY INFRASTRUCTURE ROADMAP

The NSW Electricity Infrastructure Roadmap (the Roadmap) outlines the NSW Government's plan to attain an energy sector that is affordable, clean and reliable. The Roadmap builds on the objectives of the Electricity Strategy and the Transmission Infrastructure Strategy and sets out the plan to replace NSW's coal-fired power stations with renewable energies including wind and solar farms, and battery storage. The

⁸ Advice on SEARs – Goulburn Mulwaree Council states '*Council is particularly concerned in relation to the availability of housing and exacerbated pressure during construction periods of large-scale projects. The social impact assessment (SIA) is to include the cumulative impacts from multiple State significant developments (SSD) proposals in the Goulburn Mulwaree local government area (LGA) and immediate region beyond this. The SIA needs to address impacts on the private rental market for housing*'. **Section 5.5** provides baseline data on housing, which is assessed in **Section 6.4** of this SIA. It also requests to 'Consider the low unemployment rate and low rental vacancy when sourcing the workforce for the project.'

Roadmap seeks to support the delivery of up to 12 Gigawatts (GW) of renewable electricity generation and up to 2 GW of long duration storage. This is enabled through the NSW *Electricity Infrastructure Investment Act 2020*.

The Roadmap establishes the framework to deliver the state's first five Renewable Energy Zones (REZ) in strategic areas across the state. The REZs will play a significant role in delivering renewable energy generation and storage to help replace existing fossil fuel power stations as they come to their end of operational life. The Project is also located within proximity of the Illawarra REZ, which was proposed to facilitate the coordinated development of renewable energy generation projects, energy storage and transmission.

4.3.2 LAND USE PLANNING

The regional and local environmental planning context relevant to the Project's land planning in relation to this SIA is summarised in **Table 4-2**. The EIS provides a broader overview of regional and local plans, policies and planning and how compliance and alignment with these plans is structured.

TABLE 4-2 REGIONAL AND LOCAL ENVIRONMENTAL PLANS RELEVANT TO THE PROJECT

Policy/Plan	Description and Relevance
South East and Tablelands Regional Plan 2036	The South East and Tablelands Regional Plan 2036 (Regional Plan) applies to the project area. The Regional Plan is a 20-year strategic land use planning framework that sets out the strategic vision for the region's ongoing growth (DPE, 2017). The Regional Plan has four regionally focused goals that cover all aspects of the community from a social, economic, and environmental lens. The goals outlined in the Regional Plan include: • A connected and prosperous economy; • A diverse environment interconnected by biodiversity corridors; • Healthy and connected communities; and • Environmentally sustainable housing choices.
Goulburn Mulwaree Community Strategic Plan 2042	The Goulburn Mulwaree Community Strategic Plan 2042 (Goulburn Mulwaree CSP) is an 18-year plan, which outlines the community's aspirations and priorities. The Goulburn Mulwaree CSP sets out a long-term vision and identifies the key priorities and strategies to achieve this. The five themes and strategic objectives include: • Our community; • Our economy; • Our environment; • Our infrastructure; and • Our civic leadership.
Goulburn Mulwaree Council Local Strategic Planning Statement	The Goulburn Mulwaree Local Strategic Planning Statement (LSPS) sets out a 20-year vision for land use in Goulburn Mulwaree. The LSPS sets out planning priorities with long term goals to provide a basis for strategic planning in its area, having regard to economic, social and environmental matters. The ten planning priorities for Goulburn Mulwaree identified in the LSPS are: • Infrastructure; • City, Town and Village Centres;

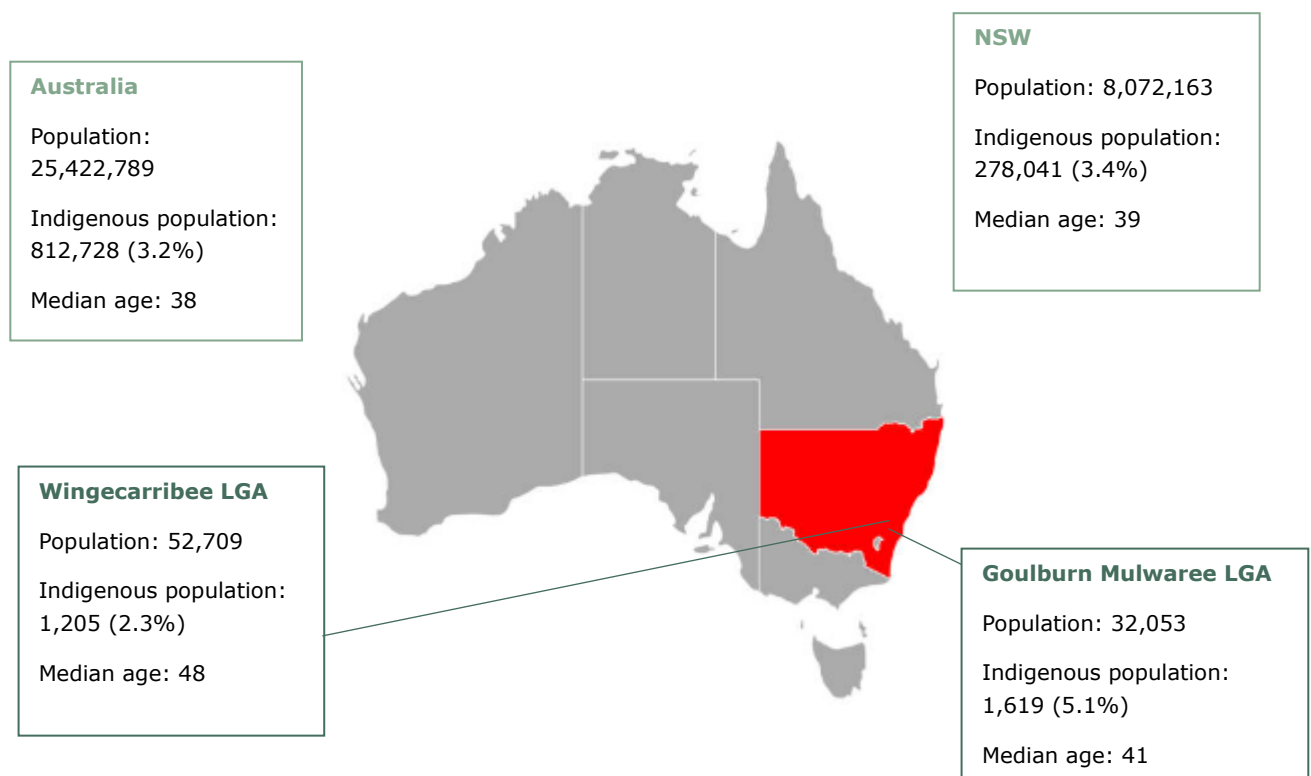
Policy/Plan	Description and Relevance
	• Community Facilities, Open Space and Recreation; • Housing; • Primary Industry; • Industry and Economy; • Sustainability; • Natural Hazards; • Heritage; and • Natural Environment.
Goulburn Mulwaree Local Environmental Plan 2009	The Project is located within the Goulburn Mulwaree LGA. The relevant Environmental Planning Instrument (EPI) applicable to the land is Goulburn Mulwaree Local Environmental Plan 2009 (Goulburn Mulwaree LEP).
Goulburn Mulwaree Development Control Plan 2009	Pursuant to the Planning Systems SEPP, local Development Control Plans (DCPs) do not apply to SSD applications. Therefore, The Goulburn Mulwaree Development Control Plan 2009 (Goulburn Mulwaree DCP) does not apply to the Project.

5. SOCIAL BASELINE

The baseline section is designed to build a comprehensive understanding of the existing social, economic and environmental conditions prior to the commencement of the Project. It offers a clear snapshot of the current context, serving as a benchmark for evaluating and measuring the Project's potential impacts. This includes an in-depth analysis of demographic trends, economic activity, housing conditions, and community well-being within the Social Locality. By mapping these baseline conditions, the assessment identifies both vulnerabilities and opportunities, ensuring that Project planning and mitigation strategies are responsive to the specific needs of the community. This foundational insight is critical for forecasting potential impacts and guiding sustainable development that aligns with the local socio-economic landscape. The findings underscore the importance of implementing strong measures to manage noise, enhance safety, and control dust emissions—particularly to safeguard vulnerable groups such as children and the elderly, who may be more sensitive to environmental risks.

A demographic snapshot contextualising the location of the Project is outlined in **Figure 5-1**.

FIGURE 5-1 POPULATION DEMOGRAPHIC SNAPSHOT, 2021 CENSUS



Source: ABS 2021a, ABS 2021b

5.1 LANDSCAPE, TOPOGRAPHY AND LAND USE CONTEXT

The Project Area is located within the Goulburn Mulwaree LGA, approximately 8 km northeast of Brayton, 34 km northeast of Goulburn and 112 km northeast of Canberra. The Project Area is currently used for grazing and is zoned RU2 Rural Landscape under the Goulburn Mulwaree LEP 2009.

Land use within the Goulburn Mulwaree LGA predominantly includes residential, commercial and industrial land uses. The LGA is more than 3,200 km² in size and hosts the towns of Goulburn and Marulan. The Wollondilly and Wingecarribee Rivers flow through the region into the Warragamba dam. The landscape is primarily used for agriculture and livestock grazing and residential areas.

The Wingecarribee LGA consists of Bowral, Mittagong, Bundanoon, and Moss Vale, amongst other towns and villages. The region is scattered with small towns separated by semi-rural land areas (Wingecarribee Shire Council, 2025). Two rivers flow through the region, Wollondilly and Wingecarribee River, they both feed into the Warragamba dam. Rural land is primarily used for livestock grazing, fruit and vegetable cropping and mining and viticulture (Wingecarribee Shire Council, 2025).

The Project Area is generally flat with gentle undulations, transitioning into low-lying hills and ridges in the southwest and northeast sections. It is located wholly within two parcels of land being Lot 2341 DP 622834 and Lot 12 DP 727493, and contains one dwelling house and ancillary structures located south of Canyonleigh Road, on Lot 12 DP 727493.

The Project Area has evidence of extensive agricultural activities primarily consisting of livestock grazing. The existing land uses surrounding the Project Area are also predominantly agricultural, specifically grazing native, voluntary and modified pastures. Several dams have been built on the Project Area for storing and supplying water for livestock.

There are no associated dwellings (located within the Project Area) near the proposed BESS. Fifteen non-associated dwellings are located within 2.5 km of the Development Footprint (as defined in the Landscape Character and Visual Impact Assessment (LCVIA), one of the identified viewpoints (viewpoint 1054) is located less than 1 km from the Project Area, approximately 0.96 km to the east) (Appendix K of the EIS).

5.2 POPULATION DEMOGRAPHICS

Table 5-1 draws on the ABS datasets listed in **Table 3-2** to provide a demographic overview of the Social Locality. As outlined in **Section 3.2**, the Project Area is located within ABS SA1 10105154023 and SA1 10105154019.

The statistical findings:

- Goulburn Mulwaree LGA and Wingecarribee LGA have grown between 2016 and 2021 by 8.3% and 10.1% respectively;
- Average age between the two LGAs is 44, which is constant with the NSW average age;
- Marulan UCL has the highest population growth rate of 19.6% between 2016 and 2021;
- Bundanoon UCL has the lowest population growth rate of 4.2% between 2016 and 2021;
- Marulan UCL has the youngest median age of 33 (2021); and
- Bundanoon UCL has the oldest median age of 60 (2021).

The ABS data relating to language, age and Indigenous populations is assessed in **Section 5.4.1**, **Section 5.4.2** and **Section 5.4.3** respectively.

TABLE 5-1 KEY POPULATION INDICATORS ACROSS THE PROJECT'S SOCIAL LOCALITY

ABS Statistical Area	Census Year	Population	Population Change (%)	Median Age	Aboriginal and/or Torres Strait Islander Pop. (%)	Pop. Over 65 Years of Age (%)	Pop. Under 14 Years of Age (%)	Households where a non-English language is used (%)
SA1 10105154023 (containing Project Area)	2021	520	29	49	2.3	18.0	22.4	15.1
	2016	403		46	0.7	18.8	23.5	8.6
SA1 10105154019 (north of the Project Area)	2021	315	43.8	53	7	9.9	24.9	8.2
	2016	219		48	4.6	17.2	20.7	5.6
Goulburn Mulwaree LGA LGA13310	2021	32,053	8.3	41	5.1	18.0	20.9	7.9
	2016	29,609		42	4	18.2	19.4	6.5
Wingecarribee LGA LGA18350	2021	52,709	10.1	48	2.3	16.8	27.8	8.6
	2016 (A)	47,882		47	2	17.6	25.9	7.5
Bundanoon UCL UCL115031	2021	2,642	4.2	60	1.3	11.4	42.1	6.3
	2016	2,536		57	1.3	13.7	36.7	4.9
Goulburn UCL UCL112009	2021	23,963	6.9	40	5.4	18.3	20.9	8
	2016	22,419		40	4.3	18.1	19.3	6.2
Marulan (L) UCL UCL121072	2021	819	19.6	33	5.7	23.6	16.4	6.3
	2016	685		39	5.4	23.8	17.9	7
Yass UCL UCL 114037	2021	5,837	6.8	41	5.4	22	19.6	6.1
	2016	5,466		41	4.4	20.9	20.3	4.7
	2021	490,517	13.4	35	3.6	13.7	18.3	26.6

ABS Statistical Area	Census Year	Population	Population Change (%)	Median Age	Aboriginal and/or Torres Strait Islander Pop. (%)	Pop. Over 65 Years of Age (%)	Pop. Under 14 Years of Age (%)	Households where a non-English language is used (%)
Canberra – Queanbeyan SUA SUA 8001	2016	432,369		35	1.8	12.4	18.8	23.4
Bowral – Mittagong SUA 1006	2021	41,600	10.1	47	2.4	17.1	27.6	9.3
	2016	37,777		46	2.1	17.7	25.7	8.1
NSW Code 1 (STE)	2021	8,072,163	7.9	39	3.4	18.2	17.7	29.5
	2016	7,480,228		38	2.9	18.5	16.3	26.5

Source: ABS 2016, ABS 2021

5.3 ECONOMIC PROFILE

This section includes data on various economic aspects of the Social Locality. This includes an overview of the Social Locality's workforce, including information on top occupations of employment, main industries, and characteristics of local businesses.

5.3.1 MAIN OCCUPATIONS OF EMPLOYMENT IN THE SOCIAL LOCALITY

Appendix A provides an overview of the top occupations and industries for all ABS statistical areas within the Social Locality. **Table 5-2** and **Table 5-3** summarise the data from **Appendix A** that have directly informed the determination of social impact significances in **Section 6**.

Table 5-2 characterises the economic profile of the Social Locality through the key industries and areas of employment. The three top occupations that represent the Social Locality are technicians and trades, machinery operators and drivers, and labourers. The three top occupations that are likely to have transferable skills to work on a BESS Project are technicians and trades, machinery operators and drivers, and labourers.

The two LGAs contain an approximate workforce of 39,681 workers, with 12,509 workers with relevant occupations and skill sets. This translates to 31.5% of the labour force with relevant occupations, of which 10.1% (4,016 workers) are Labourers, 14.9% (5,928 workers) are Technicians and Trades Workers, and 6.5% (2,565 workers) are Machinery Operators and Drivers.

Of the townships identified as potential sources of local labour for the Project, the following findings were observed:

More specifically:

- There was an increase of 8.0% in the total labour force between 2016 and 2021 in Bundanoon UCL. Technicians and trades workers increased by 36 workers, machinery operators and drivers increased by one worker and labourers increased by six workers. There is a steady increase in workforces employed in these sectors and within this area;
- Goulburn UCL increased total labour force by 8.8% between 2016 and 2021. Technicians and trades workers increased by 197 workers, machinery operators and drivers increased by 98 worker and labourers increased by 180 workers. There is a steady increase in workforces employed in these sectors and within this area;
- Between 2016 and 2021, Yass UCL saw a 12% increase in its total labour force and currently accounts for approximately 0.2% of the relevant workforce;
- Canberra- Queanbeyan SUA accounts for 86.8% of the Social Locality's total labour force. Between 2016 and 2021 the SUA experiences an 18.6% increase in labour force.
- Marulan UCL had the largest total labour force increase of 22.5% between 2016 and 2021. Technicians and trades workers increased by 39 workers, machinery operators and drivers increased by seven worker and labourers increased by two workers. The younger median age supports this growth of skilled workers in the area as shown in **Table 5-1**. There is a steady increase in workforces employed in these sectors and within this area; and

- Between 2016 and 2021, there was a 15.6% increase in the Bowral – Mittagong SUA. Technicians and trades workers increased by 397 workers, machinery operators and drivers increased by 117 worker and labourers increased by 103 workers. There is a steady increase in workforces employed in these sectors and within this area.

TABLE 5-2 CATEGORISATION OF THE RELEVANT TOP OCCUPATIONS

Region	Census Year	Total Labour force #	Technicians and Trades Workers #	Machinery Operators and Drivers #	Labourers #
SA1 10105154023 (within Project Area)	2021	236	37	22	30
	2016	195	24	14	27
SA1 10105154019 (north of the Project Area)	2021	142	14	5	18
	2016	103	9	12	12
Goulburn Mulwaree LGA LGA13310	2021	14,988	2,129	1,231	1,751
	2016	13,578	1,845	1,088	1,501
Wingecarribee LGA LGA18350	2021	24,693	3,799	1,334	2,265
	2016	21,449	3,294	1,189	2,112
Bundanoon UCL UCL115031	2021	1,063	181	46	94
	2016	984	145	45	88
Goulburn UCL UCL112009	2021	11,073	1,532	875	1,342
	2016	10,177	1,335	777	1,162
Marulan (L) UCL UCL121072	2021	359	91	51	44
	2016	293	52	44	46
Yass UCL UCL 114037	2021	2,799	440	152	261
	2016	2,482	356	148	235
Canberra – Queanbeyan SUA SUA 8001	2021	279,340	26,558	7,808	13,881
	2016	235,536	22,134	5,603	11,834
	2021	19,395	2,990	1,065	1,787

Region	Census Year	Total Labour force #	Technicians and Trades Workers #	Machinery Operators and Drivers #	Labourers #
Bowral – Mittagong SUA 1006	2016	16,762	2,593	948	1,684
Total⁹	2021	321,820	32,926	10,525	18,158
	2016	273,045	27,629	8,028	15,682
NSW Area Code 1	2021	3,874,012	436,589	222,186	300,966
	2016	3,605,872	429,239	206,839	297,887

Source: ABS 2016, ABS 2021

5.3.2 MAIN INDUSTRIES WITHIN THE SOCIAL LOCALITY

Table 5-3 provides a categorisation of the top eight industries per statistical area based on five categories:

- Agriculture and Primary Production¹⁰;
- Public and Social Services¹¹;
- Commercial and Retail Services¹²;
- Industrial and Manufacturing Services¹³; and
- Construction and Infrastructure¹⁴.

The Project area and immediate surroundings display a mixed economic composition dominated by public and social services. In 2021, all UCL's and SUA's averaged approximately 30% of employment to be in the public and social services industry, with Marulan UCL as low outlier at 20.3% and Canberra – Queanbeyan SUA as high outlier at 40.9%. The second highest industry across the UCL's and SUA's was commercial and retail services, averaging at all locations except Canberra – Queanbeyan SUA at approximately 20%. This is comparable to the LGAs, which have a similar percentage of

⁹ Total of Goulburn Mulwaree LGA and Wingecarribee LGA.

¹⁰ Agriculture and Primary Production combines the following ABS categories: 'Grain-Sheep or Grain-Beef Cattle Farming', 'Sheep Farming (Specialised)', 'Beef Cattle Farming (Specialised)' and 'Vegetable Growing (Outdoors)'.

¹¹ Public and Social Services combines the following ABS categories: 'Hospitals (except Psychiatric Hospitals)', 'Primary Education', 'State Government Administration' and 'Aged Care Residential Services'.

¹² Commercial and Retail Services combines the following ABS categories: 'Supermarket and Grocery Stores', 'Takeaway Food Services', 'Pubs, Taverns, and Bars' and 'Real Estate Services'.

¹³ Industrial and Manufacturing Services combines the following ABS categories: 'Wood Structural Fitting and Component Manufacturing', 'Gold Ore Mining', 'Coal Mining' and 'Log Sawmilling'.

¹⁴ Construction and Infrastructure combines the following ABS categories: 'Road Freight Transport', 'Building and Other Industrial Cleaning Services', 'Labour Supply Services', 'Electrical Services' and 'Site Preparation Services'.

average employment in the public and social services industry and have the commercial and retail services industry as their second highest industries.

TABLE 5-3 CATEGORISATION OF TOP INDUSTRIES

Area	Year	Agriculture and Primary Production	Public and Social Services	Commercial and Retail Services	Industrial and Manufacturing Services	Construction and Infrastructure
Goulburn Mulwaree LGA LGA13310	2021	3.8 (550)	33.8 (4,854)	18.8 (2,697)	7.8 (1,116)	11.8 (1,696)
	2016	3.8 (478)	18.3 (2,328)	20.4 (2,593)	7.1 (909)	10.4 (1,329)
Wingecarribee LGA LGA18350	2021	3.0 (718)	27.3 (6,532)	19.9 (4,779)	7.5 (1,801)	11.3 (2,713)
	2016	3.3 (681)	26.2 (5,403)	21.1 (4,356)	8.1 (1,665)	10.9 (2,243)
Bundanoon UCL UCL115031	2021	1.7 (681)	29.6 (306)	18.8 (195)	2.4 (25)	6.8 (70)
	2016	1.5 (14)	30.9 (292)	21.0 (198)	6.8 (64)	9.9 (94)
Goulburn UCL UCL112009	2021	1.7 (183)	36.1 (3,310)	20.0 (2,115)	7.6 (803)	11.1 (1,171)
	2016	1.8 (171)	34.9 (3,310)	21.8 (2,062)	7.0 (662)	10.0 (948)
Marulan (L) UCL UCL121072	2021	0.9 (3)	20.3 (71)	21.1 (74)	6.6 (23)	12.3 (43)
	2016	1.1 (3)	16.6 (46)	23.1 (64)	13.4 (37)	14.4 (40)
Yass UCL UCL 114037	2021	2.0 (53)	30.2 (816)	10.0 (270)	2.1 (56)	11.7 (317)

Area	Year	Agriculture and Primary Production	Public and Social Services	Commercial and Retail Services	Industrial and Manufacturing Services	Construction and Infrastructure
	2016	1.8 (43)	29.4 (702)	10.0 (239)	2.0 (48)	10.3 (245)
Canberra – Queanbeyan SUA SUA 8001	2021	0.2 (667)	40.9 (109,897)	7.4 (19,919)	1.9 (5,015)	7.0 (18,765)
	2016	0.3 (607)	40.8 (91,489)	8.3 (18,723)	1.8 (4,238)	6.2 (13,819)
Bowral – Mittagong SUA 1006	2021	2.0 (367)	28.0 (5,257)	21.1 (3,964)	7.6 (1,437)	10.9 (2,047)
	2016	1.9 (311)	26.5 (4,268)	22.1 (3,556)	8.5 (1,368)	10.8 (1,732)
NSW Area Code 1	2021	2.0 (74,728)	29.2 (1,074,321)	18.0 (662,418)	6.4 (237,060)	9.5 (351,104)
	2016	2.1 (72,625)	26.9 (908,936)	19.8 (669,340)	6.8 (229,067)	9.3 (314,372)

Source: ABS 2016, ABS 2021

5.3.3 LOCAL BUSINESSES IN THE SOCIAL LOCALITY

Data relating to the 'Counts of Australian Businesses' (ABS, 2025a) was used to provide insight in the characteristics of local businesses within the Social Locality. This data is available at LGA level.

As presented in **Table 5-4**, the two LGAs host a total of 9,137 businesses, of which most (1,726) are in the construction, followed by 1,188 businesses in the professional, scientific and technical services industry.

It should be noted that counts are heavily influenced by entry and exits within Australia's small business sector, and the scope of business counts is limited to businesses actively remitting in a (Goods and Services Tax) GST role only.

TABLE 5-4 NATURE AND SIZE OF LOCAL BUSINESSES IN THE SOCIAL LOCALITY

Location	Total Businesses	Of which with <19 employees	Industry 1	Total / non-employing / <19 employees	Industry 2	Total / non-employing / <19 employees	Industry 3	Total / non-employing / <19 employees
Goulburn Mulwaree LGA LGA13310	2,599	2,543	Construction	533 / 278 / 528	Agriculture, Forestry and Fishing	486 / 387 / 484	Professional, Scientific and Technical Services	211 / 113 / 208
Wingecarribee LGA LGA18350	6,538	6,412	Construction	1,173 / 637 / 1,166	Professional, Scientific and Technical Services	967 / 509 / 960	Rental, Hiring, and Real Estate Services	667 / 545 / 664

5.4 VULNERABLE GROUPS

Vulnerability refers to an individual or groups capacity to adapt to, or cope with changes in their environment and is influenced by a range of different socio-economic factors. Some individuals or groups may be more vulnerable than others due to certain existing socio-economic characteristics including (but not limited to) age, livelihood, language proficiency and health status. Regional towns throughout NSW are often prone to social, cultural, environmental and economic changes over time.

This section considers four groups across the Social Locality with potential social vulnerabilities associated with socio-economically disadvantage, Culturally and Linguistically Diverse (CALD), age, and Indigenous peoples.

5.4.1 CULTURAL AND LINGUISTICAL DIVERSITY

CALD is a broad term used to describe communities with diverse languages, ethnic backgrounds, nationalities, traditions, societal structures, and religions (Ethnic Communities Council of Victoria, 2012), because of this CALD groups are often considered vulnerable people. As per the SIA Guidelines (DPE 2023a, 2023b) special attention is required to ensure culturally appropriate and inclusive engagement.

Of the 32,053 residents in Goulburn Mulwaree LGA, 281 people stated their proficiency of spoken English to be “Not well or not at all”, which represents approximately 0.90% of the total population. Similarly, of the 52,709 people in Wingecarribee LGA, 332 people stated their proficiency of spoken English to be “Not well or not at all”, which represents approximately 0.63% of the total population. The Canberra–Queanbeyan SUA recorded 11,988 people who reported speaking English “not well or not at all,” representing 2.4% of its 490,517 residents. In NSW, there was a total of 361,688 people who stated their proficiency of spoken English to be “Not well or not at all”, which represents 4.5% of the total population.

Additionally, the percentage of households where a non-English language is used in 2021 (refer to **Table 5-1**) in the Goulburn Mulwaree LGA is 7.9% and in the Wingecarribee LGA is 8.6%. Overall, the Social Locality shows significantly lower percentages than those in the State and in Australia, with the NSW percentage at 29.5% and the national average at 24.8%.

Based on this, the likelihood of CALD groups being excluded from engagement activities due to language barriers is deemed to be low.

The Australian Governments Department of Home Affairs provides a free interpreting service, which is accessible to any non-English speaking household living in Australia (Department of Home Affairs, 2024).

5.4.2 YOUTH AND ELDERLY

Youth and elderly populations are particularly vulnerable to the impacts of large development projects due to their specific mobility, health, safety, and social needs. During the construction, operation and decommissioning phases, the Project’s impacts that have potential to exacerbate the needs of youth and elderly groups are concentrated to the immediate surroundings.

As illustrated in **Table 5-1**, in Goulburn Mulwaree LGA and Wingecarribee LGA there is a decrease in population of 14 years and younger between 2016 and 2021 of 1.5 % and 1.9% respectively. Bundanoon UCL experienced the largest increase in people 14 years and younger at 5.4%. Populations of people aged over 65 remained relatively stable at all locations within the Social Locality, except for the SA1 north of the Project Area (decrease of -7.3%). Also, Canberra-Queanbeyan SUA has a smaller percentage of its population of people with an age of over 65 (13.7%), compared to other locations, where this is around approximately 18%. On average across the Social Locality had similar demographic averages to the NSW state statistics.

The data supports the current State's trend of an aging population and a decrease in birth rates (Values20, 2024). It supports the Project's need to protect the well-being of youth and the aging population who may be more susceptible to environmental hazards. The data also suggests that there may be a lack of skilled workforce available to work as the population continues to age.

5.4.3 INDIGENOUS PEOPLES

Aboriginal and Torres Strait Islander populations and communities are culturally vulnerable to the Project impacts that may affect tangible and intangible heritage, particularly given past practices and government policies that may have created detachment from traditional lands. **Table 5-5** provides specific data on Aboriginal and Torres strait islander population statistics, additional to **Table 5-1**, which shows the percentage of the population who identify as Aboriginal and Torres strait islander.

Across both the LGAs and NSW, the percentage of the Indigenous population has increased. The Goulburn Mulwaree LGA has a higher percentage of total population with 5.1% (2021), whilst Wingecarribee LGA was lower than the State average of 2.3% (2021).

The percentage of Indigenous population across the locations within the Social Locality in 2021 range from 1.3% (Bundanoon UCL) to 7% (SA1 north of the Project Area), which is relatively consistent with the broader NSW.

The median age of 23 is consistent throughout the two LGA's and the State. It ranges between 18 (Bundanoon UCL) and 28 (SA1 north of the Project Area) for the locations within the Social Locality.

Unemployment rates have decreased across the two LGAs and the State, particularly Wingecarribee LGA has the lowest unemployment rate of 5.5% in 2021 (decrease of 3.4%). Indigenous unemployment in Goulburn Mulwaree LGA has decreased between 2016 and 2021 by approximately 6.4%. Indigenous unemployment in Canberra – Queanbeyan SUA also decreased (decrease of 5%) from 10.5% in 2016 to 5.5% in 2021.

The median weekly income for Indigenous households across the two LGAs are slightly higher than the NSW state average. The Project Area SA1 10105154023 has the highest weekly Indigenous household income of \$3,750, whilst the lowest indigenous median weekly household income was identified in Goulburn UCL at \$1,491. This is slightly higher than that of the median weekly household income of the general population (refer to **Section 5.5.1**), where median household incomes range from \$1,251 (Bundanoon UCL) to \$1,792 (SA1 containing the Project Area).

While the data is representative of the population, it should be noted that it may not be considered a completely accurate assumption as the median household income significantly overrepresents the First Nations people. While acknowledging this data is presented by the ABS, it should be expected that traditionally underrepresented groups within rural communities will tend to be more negatively impacted as a result.

TABLE 5-5 ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES STATISTICS

ABS Statistical Area	Census Year	Percentage of the Total Population (%)	Median Age (#)	Median Weekly Household Income (\$)	Unemployment Rate (%)
SA1 10105154023 (within Project Area)	2021	2.3	23	3,750	NA
	2016	0.7	27	NA	NA
SA1 10105154019 (north of the Project Area)	2021	7.0	28	1,937	NA
	2016	4.6	52	2,499	NA
Goulburn Mulwaree LGA LGA13310	2021	5.1	23	1,627	9.5
	2016	4	24	1,202	15.9
Wingecarribee LGA LGA18350	2021	2.3	23	1,836	5.5
	2016	2.0	22	1,412	8.9
Bundanoon UCL UCL115031	2021	1.3	18	2,750	NA
	2016	1.3	33	1,875	NA
Goulburn UCL UCL112009	2021	5.4	24	1,491	NA
	2016	4.3	25	1,134	NA
Marulan (L) UCL UCL121072	2021	5.7	21	1,812	NA
	2016	5.4	14	1,312	NA
Yass UCL UCL 114037	2021	5.4	21	1,614	NA
	2016	4.4	19	1,196	NA
Canberra – Queanbeyan SUA SUA 8001	2021	3.6	24	2,246	5.5
	2016	1.8	22	1,800	10.5
Bowral – Mittagong SUA 1006	2021	2.4	23	1,805	NA
	2016	2.1	21	1,241	NA
NSW Area Code 1	2021	3.4	23	1,558	9.8
	2016	2.9	22	1,214	15.3

Source: (ABS, 2024a) (ABS, 2021b)

5.4.4 SOCIO-ECONOMIC DISADVANTAGE

SEIFA is a product developed by the ABS¹⁵ that ranks areas in Australia according to relative socio-economic advantage and disadvantage. The indexes are based on information from the five-yearly Census, with SEIFA 2021 based on Census 2021 data. The SEIFA is commonly used to determine areas that require funding and services, identify new business opportunities, and assist research into the relationship between socio-economic disadvantage and various social outcomes. A relative measure of socio-economic disadvantage was first produced by the ABS following the 1971 Census while the SEIFA in its present form was first produced from the 1986 Census data (ABS, 2018a; ABS, 2018b).

The concept of relative socio-economic advantage and disadvantage used in the SEIFA 2021 is the same as that used for the previous two censuses (2011 and 2016). The ABS broadly defines relative socio-economic advantage in terms of people's access to material and social resources, and their ability to participate in society. This is broadly defined in recognition of the many concepts that have emerged in the literature to describe advantage and disadvantage.

The dimensions included in SEIFA are guided by international research, given the constraints of Census data. The Census does collect information on the key dimensions of income, education, employment, occupation, housing, and some other miscellaneous indicators of advantage and disadvantage; these are the candidate variables used to construct the SEIFA (ABS, 2018a; ABS, 2018b).

The latest available SEIFA indicators across the Project's Social Locality¹⁶ are reported in **Table 5-6**. Each area receives a SEIFA score, referred to as the socio-economic advantage and disadvantage score, indicating how relatively advantaged or disadvantaged that area is compared with other areas. A lower score indicates that an area is relatively disadvantaged compared to an area with a higher score.

The SEIFA scores in **Table 5-6** indicate that in 2021, the Goulburn Mulwaree LGA has a SEIFA percentile of 37 and Wingecarribee LGA has a SEIFA percentile of 79. Meaning that the Goulburn Mulwaree LGA is a less advantaged LGA compared to the State. At the same time, its unemployment rate (4.3%) is slightly lower than that of the State (4.9%) and decreased between 2021 and 2016 by approximately 31%.

For the SA1s, it was found that the SA1 in which the Project Area is located is slightly below the State's average, whilst the SA1 north of the Project Area was below the State's average in 2016 but increased to just above the average in 2021.

¹⁵ Socio-Economic Indexes for Areas (SEIFA) is a product developed by the ABS that ranks areas in Australia according to relative socio-economic advantage and disadvantage. The indexes are based on information from the five-yearly Census.

¹⁶ SEIFA is not provided for ABS UCL, SUA and STE Statistical Areas.

TABLE 5-6 SEIFA INDICATORS ACROSS THE PROJECT'S SOCIAL LOCALITY

ABS Statistical Area	Census Year	SEIFA (percentile in NSW)
SA1 10105154023 (within Project Area)	2021	45
	2016	45
SA1 10105154019 (north of the Project Area)	2021	52
	2016	39
Goulburn Mulwaree LGA LGA13310	2021	37
	2016	40
Wingecarribee LGA LGA18350	2021	79
	2016	77

Source: ABS 2024

5.5 HOUSING AND ACCOMMODATION

Access to good quality, affordable housing is fundamental to the wellbeing of the community (AIHW, 2022) and housing costs are often a major component of total living costs (ABS, 2022). A key aim of collecting this baseline data is to inform the assessment of accommodation pressures generated from worker influx (refer to **Section 6.4.1**).

Key income and housing indicators across the Project's Social Locality are reported in **Table 5-6**. Housing costs data is presented in combination with household incomes, and participation of the labour force (including unemployment figures). The purpose of this section is to inform the assessment of employment and procurement options, as well as accommodation pressures generated from worker influx, particularly during the Construction Phase.

Additional housing and accommodation data, including trends across short-term and long-term housing options, has been provided in the draft WAP (**Appendix D**), including information on capacity and vacancies in Short-Term Accommodation (STA) and private rental and owned housing. The data provided in **Appendix D** has been key in shaping the recommendations outlined in **Section 6.4**, ensuring that proposed actions are informed by existing availability within the housing market and associated social impacts.

5.5.1 INCOME AND HOUSING

Key income and housing indicators across the Project's Social Locality are reported in **Table 5-7**.

The median weekly household income has increased across the Social Locality, with the largest percentual change identified in the SA1 north of the Project Area (58.9%) and the smallest percentual change found in Canberra – Queanbeyan SUA (15.0%). The latter is lower than the State's average, which is at 23.1%. Goulburn UCL is also below the State's average at 21.6%, whilst both LGAs are slightly above the State's average with 22.6% measured at Goulburn Mulwaree LGA and 25.3% at Wingecarribee LGA.

The percentage of rent / mortgage monthly repayments exceeding 30% of household income—a key indicator of housing stress—has generally *increased* across the locations. Whilst the State reported 35.5% of its households experiencing weekly rental repayments >30% of the household income and 17.3% of its households experiencing monthly mortgage repayments >30% of the household income, both LGAs faced numbers which are slightly below these averages, except for the 41.7% of the households experiencing rental stress in Wingecarribee LGA. Rental stress has increased approximately threefold in Goulburn Mulwaree LGA and fourfold in Wingecarribee LGA between 2016 and 2021, whilst mortgage stress has more than doubled across both LGAs.

When looking at the locations within the Social Locality, rental stress ranges from 0% (SA1 north of the Project Area) to 46.3% (Bundanoon UCL), and mortgage stress ranges from 11.1% (Yass UCL) to 27.8% (SA1 north of the Project Area).

At the same time, unemployment rates are found to be lower than that of the State (4.9%) at all locations of the Social Locality, and, whilst percentage of houses owned outright is 31.5% at the State, this is generally higher in the locations within the Social Locality, ranging from 26.5% in Canberra – Queanbeyan SUA to 59.4% in Bundanoon UCL.

When looking at household compositions, data shows that most households in the Social Locality consist of families (ranging from 64.1% in Goulburn UCL to 71.1% in Bowral – Mittagong SUA. Goulburn Mulwaree LGA falls within this range with 66.9%, whilst both Wingecarribee LGA (71.7%) and the State (72%) show higher percentages, meaning that household compositions in the locations of the Social Locality are slightly more diverse.

TABLE 5-7 KEY INCOME AND HOUSING INDICATORS ACROSS THE SOCIAL LOCALITY

ABS statistical area	Census Year	Median weekly household income (\$)	Percentage change in weekly household income 2016-2021 (%)	Unemployment (%)	Dwelling count Occupied/ Unoccupied (%)	Housing Tenure Owned outright / Mortgage / Rented (%)	Monthly repayments >30% household income Rent (weekly)% / Mortgage %	Household composition Families % / Single % / % group
SA1 10105154023 (containing Project Area)	2021	1,792	45.1	3.8	75.1 / 26.6 (172 / 61)	41.4 / 40.1 / 14.0	20.8 / 18.8	70.1 / 27.6 / 2.3
	2016	1,235		7.2	60 / 40 (138 / 92)	38.4 / 35.5 / 26.1	7.1 / 8.0	70.4 / 27.5 / 2.1
SA1 10105154019 (north of the Project Area)	2021	1,687	58.9	2.8	53.6 / 44.8 (97 / 81)	47.4 / 37.1 / 15.5)	0.0 / 27.8	71.6 / 21.6 / 6.9
	2016	1,062		2.9	50 / 50 (80 / 80)	46.6 / 41.1 / 12.3	4.3 / 4.7	69.3 / 30.7 / 0.0
Goulburn Mulwaree LGA LGA13310	2021	1,466	22.6	4.3	87.0 / 13.0 (12,045 / 1,799)	35.3 / 32.3 / 28.9	33.6 / 12.9	66.9 / 30.4 / 2.6
	2016	1,196		6.3	85.0 / 15.0 (10,948 / 1,928)	35.3 / 32.3 / 28.6	10.4 / 5.9	68.2 / 29.3/ 2.5
Wingecarribee LGA LGA18350	2021	1,673	25.3	3.0	90.0 / 10.0 (20,184 / 2,250)	44.6 / 32.5 / 19.3	41.7 / 16.9	71.7 / 26.2 / 2.1
	2016	1,335		3.8	86.4 / 13.6 (17,766 / 2,788)	43.5 / 32.9 / 19.8	8.2 / 7.1	71.8 / 26.1 / 2.1

ABS statistical area	Census Year	Median weekly household income (\$)	Percentage change in weekly household income 2016-2021 (%)	Unemployment (%)	Dwelling count Occupied/ Unoccupied (%)	Housing Tenure Owned outright / Mortgage / Rented (%)	Monthly repayments >30% household income Rent (weekly)% / Mortgage %	Household composition Families % / Single % / % group
Bundanoon UCL UCL115031	2021	1,251	15.8	2.7	87.3 / 12.6 (1,138 / 164)	59.4 / 25.0 / 12.9	46.3 / 15.4	66.6 / 31.2 / 2.2
	2016	1,080		4.3	83.7 / 16.3 (1,024 / 199)	54.8 / 28.7 / 12.4	4.9 / 5.6	67.2 / 31.1 / 1.6
Goulburn UCL UCL112009	2021	1,405	21.6	4.6	91.5 / 8.6 (9,283 / 868)	32.8 / 30.1 / 34.0	34.1 / 11.6	64.1 / 33.1 / 2.8
	2016	1,155		6.9	89.2 / 10.8 (8,423 / 1,022)	32.9 / 30.1 / 33.0	12.4 / 5.1	65.5 / 31.9 / 2.6
Marulan (L) UCL UCL121072	2021	1,468	37.5	3.9	89.6 / 9.1 (284 / 29)	31.3 / 41.5 / 23.2	37.9 / 16.1	70.4 / 25.7 / 3.8
	2016	1,068		8.2	89.0 / 11.0 (259 / 32)	38.8 / 37.7 / 20.4	9.8 / 6.4	67.3 / 30.7 / 1.9
Yass UCL UCL 114037	2021	1,640	18.9	3.3	92.2/ 7.8 (2,197/ 186)	32.2/ 38.1/ 26.2	29.9/ 11.1	69.5/ 28.9/ 1.6
	2016	1,379		3.5	90.4/ 9.6 (2,017/ 213)	32.8/ 37.1/ 26.2	9.6/ 5.3	68.1/ 29.3/ 2.6
Canberra – Queanbeyan SUA SUA 8001	2021	2,350	15.0	3.8	93.3/ 6.7 (182,655/ 13,017)	26.5 / 40.1 / 31	23.2/ 9.5	69.3/ 26.1/ 4.5
	2016	2,043		4.7	91.7/ 8.3 (156,119/ 14,062)	26.8/ 28.3/ 32.1	8.3/ 5.5	70/ 25.3/ 4.7

ABS statistical area	Census Year	Median weekly household income (\$)	Percentage change in weekly household income 2016-2021 (%)	Unemployment (%)	Dwelling count Occupied/ Unoccupied (%)	Housing Tenure Owned outright / Mortgage / Rented (%)	Monthly repayments >30% household income Rent (weekly)% / Mortgage %	Household composition Families % / Single % / % group
Bowral – Mittagong SUA 1006	2021	1,668	27.1	3.1	91.8 / 8.2 (15,997 / 1,429)	42.8 / 32.8 / 20.8	42.4 / 16.4	71.1 / 26.8 / 2.2
	2016	1,312		3.9	88.7 / 11.3 (8,224 / 1,050)	46.9 / 28.3 / 20.6	9.1 / 5.7	70.1 / 27.9 / 2.1
NSW Code 1 (STE)	2021	1,829	23.1	4.9	90.6 / 9.4 (2,900,468 / 299,524)	31.5 / 32.5 / 32.6 (914,537 / 942,804 / 944,585)	35.5 / 17.3	71.1 / 25.0 / 3.8
	2016	1,486		6.3	90.1 / 9.9 (2,604,320 / 284,741)	32.2 / 32.3 / 31.8 (839,665 / 840,004 / 826,922)	12.9 / 7.4	72.0 / 23.8 / 4.2

Source: ABS 2016, ABS 2021

5.6 SOCIAL INFRASTRUCTURE AND COMMUNITY WELLBEING

This section provides an overview of the social infrastructure present in the Social Locality, which contributes to the wellbeing of the local community. Several aspects of social infrastructure are discussed, including community and recreation services, health and emergency services, and educational facilities and educational attainment.

5.6.1 COMMUNITY AND RECREATIONAL SERVICES

Table 5-8 outlines the community and recreation services in the Social Locality, which covers sports, religious, hospitality, and essential services such as cultural organisations, and general amenities like parks, cafes, and community halls. These services play a crucial role in supporting the well-being of residents and accommodating workforce needs during the Construction and Operation phases of the Project.

Data shows that the regional centres that are likely to provide community and recreational services for the Project are Goulburn UCL, Bowral-Mittagong SUA and Canberra- Queanbeyan SUA due to their size, proximity, and their connectivity to the Project. Other local UCLs have also been included but are shown to provide a lesser range of social infrastructure.

Marulan UCL, although offering the least services, may also play an important role, as it is the closest town to the Project Area.

TABLE 5-8 COMMUNITY AND RECREATIONAL SERVICES

Service or Organisation	Bundanoon UCL	Goulburn UCL	Marulan UCL	Yass UCL	Canberra-Queanbeyan SUA	Bowral-Mittagong SUA
Parks	5	13	1	7	8	10
Sports Fields	2	10	0	1	3	5
Swimming Pools	1	2	0	1	4	2
Fitness Centres	1	13	1	4	3	14
Golf Courses	0	1	0	1	4	1
Shopping Centres	0	2	1	0	3	4
Libraries	0	1	0	1	3	2
Community Halls	1	1	1	1	3	3
Cafes/ pubs/ restaurants	14	26	8	17	39	37
Churches	3	17	2	8	10	7
Mosque	0	1	0	1	1	1
Rotary Club	0	1	0	1	1	1
Lions Club	1	1	0	1	1	1

Service or Organisation	Bundanoon UCL	Goulburn UCL	Marulan UCL	Yass UCL	Canberra-Queanbeyan SUA	Bowral-Mittagong SUA
Chamber of Commerce	0	1	1	1	1	1

5.6.2 HEALTH AND EMERGENCY SERVICES

Table 5-9 presents an overview of the emergency services and health services available to the Social Locality. Health services in the Social Locality and nearby towns may support the construction phase of the Project.

The Social Locality provides a wide range of health services. Goulburn UCL, Canberra-Queanbeyan SUA, Yass UCL and Bowral-Mittagong SUA provide 24-hour emergency services and mental health services. The availability of 24-hour emergency and mental health services is crucial for supporting the physical and mental well-being of a large construction workforce. Bundanoon UCL and Marulan UCL both have medical centres but depend on larger nearby towns for most of their health and emergency services.

TABLE 5-9 EMERGENCY SERVICES AND HEALTH SERVICES

Service	Bundanoon UCL (✓/X)	Goulburn UCL (✓/X)	Marulan UCL (✓/X)	Canberra-Queanbeyan SUA (✓/X)	Yass UCL (✓/X)	Bowral-Mittagong SUA (✓/X)
Police	✓	✓	✓	✓	✓	✓
Ambulance	X	✓	X	✓	✓	✓
SES	X	✓	X	✓	✓	✓
Fire and rescue	✓	✓	X	✓	✓	✓
Rural Fire Service	X	✓	X	✓	✓	✓
24-hour Emergency room	X	✓	X	✓	✓	✓
Community Health and Wellbeing	✓	✓	✓	✓	✓	✓
Palliative Care	X	✓	X	✓	X	✓
Mental Health	X	✓	X	✓	✓	✓
Maternity	X	✓	X	✓	✓	✓
Dental	X	✓	X	✓	✓	✓

Service	Bundanoon UCL (✓/X)	Goulburn UCL (✓/X)	Marulan UCL (✓/X)	Canberra-Queanbeyan SUA (✓/X)	Yass UCL (✓/X)	Bowral-Mittagong SUA (✓/X)
Aged Care	X	✓	X	✓	✓	✓
Pathology	X	✓	X	✓	✓	✓
Disability support	X	✓	X	✓	X	✓

Key indicators of hospital performance within the Social Locality are presented in **Table 5-10**. Data shows that both public hospitals are generally performing well and are of similar size.

TABLE 5-10 HOSPITAL PERFORMANCE INDICATORS

Performance Indicator		Bowral and District Hospital (2023-2024)	Southern Highlands Private Hospital Bowral (2023-2024)	Goulburn Base Hospital (2023-2024)	Canberra Hospital (2023-2024)	North Canberra Hospital (2022-2023)	University of Canberra Hospital
Percentage of patients who commenced treatment within the recommended time, emergency department waiting times (%)	Emergency	88	N/A	78	77	56	N/A
	Urgent	87	N/A	77	48	44	N/A
	Semi-urgent	87	N/A	82	63	54	N/A
	Non-urgent	93	N/A	93	87	79	N/A
Percentage of patients who depart the emergency department within four hours of arrival (%)	Emergency	43	N/A	49	49	49	N/A
	Urgent	57	N/A	57	49	43	N/A
	Semi-urgent	78	N/A	79	64	58	N/A
	Non-urgent	93	N/A	89	82	74	N/A
Number of patients presenting to the emergency	Emergency	3,248	N/A	3,484	14,599	6,830	N/A
	Urgent	9,697	N/A	8,876	38,208	27,769	N/A
	Semi-urgent	9,602	N/A	7,544	34,497	18,885	N/A

Performance Indicator		Bowral and District Hospital (2023-2024)	Southern Highlands Private Hospital Bowral (2023-2024)	Goulburn Base Hospital (2023-2024)	Canberra Hospital (2023-2024)	North Canberra Hospital (2022-2023)	University of Canberra Hospital
department (#)	Non-urgent	2,031	N/A	2,014	8,331	2,656	N/A

Source: www.aihw.gov.au/hospitals/my-local-area

Existing health conditions across the Social Locality are reported in **Table 5-11**. The SA1 containing the Project Area is the only location within the Social Locality where neurocognitive and respiratory conditions are below the State's average. Yass UCL has the highest percentages of neurocognitive and respiratory conditions of 15.9% and 13.9% respectively. At the LGA, remaining UCL and SUA level the rates of neurocognitive and respiratory conditions are above the State's average, suggesting poorer health outcomes for people living in regional centres.

The state average for respiratory conditions in NSW is 9.5%. The highest percentage of respiratory conditions of Yass UCL is 4.4% higher than the state average. SA1 10105154023 was the only locality that was below the state average by 0.5%.

TABLE 5-11 EXISTING HEALTH CONDITIONS IN 2021

ABS Statistical Area	Neurocognitive (%) ¹⁷	Respiratory Conditions (%) ¹⁸
SA1 10105154023 (containing the Project Area)	↓ 41 (7.9)	↓ 47 (9)
SA1 10105154019 (north of the Project Area)	↑ 28 (8.9)	~30 (9.5)
Goulburn Mulwaree LGA LGA13310	↑ 3,732 (11.6)	↑ 4,159 (12.9)
Wingecarribee LGA LGA18350	↑ 5,031 (9.5)	↑ 5,550 (10.5)
Bundanoon UCL UCL115031	↑ 303 (11.5)	↑ 299 (11.3)
Goulburn UCL UCL112009	↑ 3,022 (12.7)	↑ 3,286 (13.7)

¹⁷ Neurocognitive combines the following ABS categories: 'Mental health condition (including depression or anxiety)' and 'Dementia (including Alzheimer's)'.

¹⁸ Respiratory combines the following ABS categories: 'Lung Conditions (including COPD or emphysema)' and 'Asthma'.

ABS Statistical Area	Neurocognitive (%) ¹⁷	Respiratory Conditions (%) ¹⁸
Marulan (L) UCL UCL121072	↑ 92 (11.2)	↑ 97 (11.8)
Yass UCL UCL 114037	↑ 927 (15.9)	↑ 812 (13.9)
Canberra – Queanbeyan SUA SUA 8001	↑ 55,666 (10.6)	↑ 50,744 (10.4)
Bowral – Mittagong SUA 1006	↑ 4,094 (9.9)	↑ 4,430 (10.6)
NSW Area Code 1	709,118 (8.8)	761,744 (9.5)

Legend:

↑ Above state average

↓ Below state average

5.6.3 EDUCATION

This section explores two components of community education:

- Education facilities, as these may experience impacts from the Project; and
- Education attainment. If educational profiles are strong enough, this may suggest opportunities for the Project to source workers locally and lay a foundation for the technical needs of the Project.

Education facilities that may service the needs of the construction and operation workforces are outlined in **Table 5-12**. While Bundanoon and Marulan UCLs contain pre-primary, primary and secondary education services, Goulburn SUA, Bowral-Mittagong SUA, Yass UCL and Canberra – Queanbeyan SUA provide a greater range of facilities, which may support the needs of the Construction workforce and their families.

Additionally, when looking at childcare options, the Social Locality is indicated as a 'childcare desert' with 0.13 childcare places per child available (Victoria University, 2024). This means that children compete for childcare placement as childcare access is scarce, which can put pressure on families and sometimes indirectly impact workforce demographics (i.e. workers, often female workers, staying home).

Education facilities are further outlined in **Appendix C**.

TABLE 5-12 EDUCATIONAL FACILITIES

Education Type	Bundanoon UCL	Goulburn UCL	Marulan (L) UCL	Yass UCL	Canberra – Queanbeyan SUA	Bowral-Mittagong SUA
Pre-primary	1	9	2	5	8	11

Education Type	Bundanoon UCL	Goulburn UCL	Marulan (L) UCL	Yass UCL	Canberra – Queanbeyan SUA	Bowral-Mittagong SUA
Primary	1	5	1	3	7	6
Secondary	0	2	0	4	5	5
TAFE	0	1	0	1	2	1
University	0	2	0	0	5	1

Table 5-13 provides an overview of the education indicators for the Social Locality. The educational profiles of the Social Locality indicate a capability to support the families of the workforce and / or suggest opportunities to source workers locally with a strong base of vocational training. Educational attainment at vocational training level is above the State's average at all locations, apart from Canberra – Queanbeyan SUA.

TABLE 5-13 KEY EDUCATION INDICATORS ACROSS THE PROJECT'S SOCIAL LOCALITY

ABS Statistical Area	Census Year	Educational attainment year 12 or equiv. (%)	Educational attainment, vocational training (%)	Educational attainment, University (%)
Goulburn Mulwaree LGA LGA13310	2016	↓ 11.2	↑ 20.3	↓ 20
	2021	↓ 11.5	↑ 21.8	↓ 23.2
Wingecarribee LGA LGA18350	2016	↓ 12.1	↑ 18	↓ 30.6
	2021	↓ 12.0	↑ 18.1	↓ 36.4
Bundanoon UCL UCL115031	2016	10.7	↑ 17.3	↑ 34.3
	2021	↓ 10.3	↑ 16.9	↑ 41
Goulburn UCL UCL112009	2016	↓ 11.4	↑ 19.5	↓ 19
	2021	↓ 11.9	↑ 21.1	↓ 22.7
Marulan (L) UCL UCL121072	2016	↓ 11.4	↑ 26.7	↓ 12
	2021	↓ 9.4	↑ 26.4	↓ 15.2
Yass UCL UCL 114037	2016	↓ 14	↑ 25.8	↓ 15.3
	2021	↓ 13.6	↑ 29.8	↓ 19.0
Canberra – Queanbeyan SUA SUA 8001	2016	↑ 17.9	↓ 11.4	↑ 45.1
	2021	↑ 16.3	↓ 11.2	↑ 51
Bowral – Mittagong SUA 1006	2016	↓ 12.3	↑ 17.9	↓ 29.6
	2021	↓ 12.2	↑ 18	↓ 35.9

ABS Statistical Area	Census Year	Educational attainment year 12 or equiv. (%)	Educational attainment, vocational training (%)	Educational attainment, University (%)
NSW	2016	15.3	14.9	32.3
	2021	14.5	15.1	37.1

Source: ABS 2016, ABS 2021

Legend:

↑ Above state average

↓ Below state average

5.7 ACCESS AND CONNECTIVITY

This section outlines the existing transport infrastructure within the Social Locality, including road networks and public transport services, and how these are currently utilised.

The main highways which connect the Social Locality with the wider region include Hume Highway and Illawarra Highway. The Illawarra Highway connects Bowral-Mittagong SUA to the South-West region of the Wingecarribee LGA whilst the Hume Highway connects towns and villages in the Wingecarribee LGA and the Goulburn Mulwaree LGA.

The Southern Highlands Overtaking Opportunities Project (ARTC, 2025) has improved rail and road infrastructure in the region, including Joppa Junction near Goulburn, which supports freight and passenger rail efficiency.

Canyonleigh Road is a rural arterial road that connects the Marulan area to the Southern Highlands. It is used for both local traffic and industrial purposes. The road is part of a quarry haulage route, with heavy vehicles transporting materials from local quarries to broader markets. This includes Boral's Marulan South Limestone Mine, Peppertree Quarry, and Gunlake Quarry, which is situated off Brayton Road, and which uses Canyonleigh Road with some of its haulage vehicles, particularly for access to regional destinations or when connecting to other quarries or construction sites.

The area is serviced by school bus routes operated by local providers such as 'PBC Goulburn' and 'Rixons Buses'. These services typically run once in the morning and once in the afternoon on school days, transporting students to schools in Marulan, Goulburn, and Moss Vale. Based on regional transport planning documents and anecdotal reports, at least two to three school bus routes pass through or near Canyonleigh Road, depending on the school term and enrolment patterns.

Public transport in rural areas like this is limited. There are no regular public bus routes that service to the Project Area directly. The nearest town with more consistent public transport is Marulan, which has intercity coach services connecting to Goulburn and Sydney. NSW TrainLink provides rail services from Marulan and Goulburn stations, with connections to Sydney and Canberra.

Shuttle buses will be provided for non-local workers commuting from Yass and Canberra, offering a safer transport option and reducing risks associated with long-distance driving.

5.8 ABORIGINAL CULTURAL HERITAGE

This section provides context of the cultural landscape associated with the Project.

The Social Locality is rich in both Aboriginal and European cultural heritage. The traditional custodians of the Goulburn Mulwaree region are the Gundungurra and Ngannawal peoples. These groups have deep spiritual, cultural, and historical connections to the land, which is reflected in oral histories, archaeological sites, and ongoing cultural practices.

The Gundungurra people are acknowledged as the traditional custodians of the land on which the Project will reside and are in particular known for their Dreaming stories that connect the landscape to ancestral beings.

The region also has European historical heritage, with the Old Hume Highway and early railway infrastructure significant to the region's colonial expansion. Goulburn is one of Australia's oldest inland cities, established in the 1830s. It features colonial architecture, churches, and heritage-listed buildings, and Marulan's history is connected to agriculture, railway development, and timber milling.

5.9 COMMUNITY VALUES

Goulburn Mulwaree LGA values the rural lifestyle, economic growth, and community relationships. The Goulburn Mulwaree CSP identifies the following as key priorities: economic growth, improving health services, reduce environmental impacts, and improved community services (Goulburn Mulwaree Council, 2025).

The Wingecarribee LGA highly values the natural environment / open space, country lifestyle, and friendly community (Wingecarribee Shire Council, 2022). The Wingecarribee Community Strategic Plan 2041 highlights the Council's commitment to improving the regions community connectivity, environmental protection, and economic growth (Wingecarribee Shire Council, 2023).

Table 5-14 highlights some of the key events and festivals across the Social Locality, which reflect the community values across the different regional centres. The Goulburn Mulwaree and Wingecarribee LGAs host an array of events that provide entertainment to the wider region. Many of these events include hospitality services, art shows, livestock exhibitions and popular culture celebrations.

5.9.1 TOURIST INFLUX

This section considers the influx of tourists to understand peak occupancy periods and how these may influence the availability of rooms across the year. It does so by summarizing data on the major events and festivals hosted in the Social Locality.

Peak and trough occupancy periods are relevant to understand how much STA providers would benefit from accommodating non-local workforces and how industries and social services reliant on STA may be impacted by accommodating non-local workers in STA.

Significant festivals and events occurring within the Social Locality are identified in **Table 5-14**. These festivals range from small to large scale events and a cumulation of events can generate significant pressure on STA providers.

The largest event, attracting over 130,000 visitors is Skyfire in Canberra-Queanbeyan SUA (Fenwicke, 2024), followed by the Tulip Time Festival in Bowral-Mittagong SUA, attracting over 60,000 visitors (Wingecarribee Shire Council, 2023).

The dates that festivals and annual events occur is of importance when considering the STA options identified in **Section 6**.

Additionally, the Social Locality hosts a few informal and one-off events throughout the year. These typically involve events such as local markets, workshops and cultural activities organised by the council.

TABLE 5-14 SIGNIFICANT FESTIVALS AND EVENTS

Location	Event/Festival	Description	Indicative Date
Bundanoon UCL UCL115031	Bundanoon Makers Market	Local market with arts, crafts, produce, and international food stalls.	1 st and 3 rd Sunday each month
	Bundanoon Highland Gathering	Celebration of Scottish culture.	April
	Winterfest	Mid-winter celebration.	Winter
Goulburn UCL UCL112009	Lilac City Festival	Parade, markets, music, and community events.	October
	Australian Blues Music Festival	Blues music with performances across venues	February
	Street Feast	Food trucks, live music, and street entertainment.	Spring
	Goulburn Show	Agricultural show with rides, livestock, competitions, and exhibitions.	March
Marulan (L) UCL UCL121072	Marulan Kite Festival	Kite flying, food stalls, and entertainment.	Spring
Yass UCL UCL 114037	Irish and Celtic Music Festival	Music performance, food stalls and markets.	September
	Yass Railway Museum Artisan Markets	Local market with arts, crafts, produce, and food stalls.	Last Sunday of each month
	Christmas on Comur Street	Local night markets, entertainment and food stalls.	December
Canberra – Queanbeyan SUA SUA 8001	Queanbeyan Multicultural Festival	International performers and food, sport demonstrations and craft activities.	March

Location	Event/Festival	Description	Indicative Date
	Heritage Festival – Queanbeyan Palerang	Series of different events highlighting the regions history.	April - May
	Skyfire	Free firework event over Lake Burley, markets and entertainers.	March
Bowral – Mittagong SUA 1006	Tulip Time Festival	One of Australia's oldest floral festivals, showcasing over 75,000 tulips.	September - October
	Bowral Classic	Cycling event with multiple ride options.	October
	Southern Highlands Writers Festival	Literary festival with author talks, workshops, and panels.	July

5.10 BASELINE SUMMARY

This section provides an overview of the key implications and insights from the baseline as outlined in **Section 5.1** to **Section 5.9** and the challenges and opportunities identified through the baseline analysis. **Table 5-15** provides an overview of these key findings which feed into the assessment presented in **Section 6**.

TABLE 5-15 BASELINE SUMMARY AND IDENTIFICATION OF CHALLENGES AND OPPORTUNITIES

Theme		Identification of challenges or opportunities
Stakeholder engagement		Community views on the Project included issues raised on the project design, fire safety, construction, cumulative impact, project benefits, visual impact, and Aboriginal cultural heritage. Engagement efforts to date have followed good practice principles. However, certain impacts may remain unmarked or overlooked due to the evolving nature of stakeholder priorities, the complexity of community dynamics, or limitations in available data during earlier stages. These may present challenges for the Project to address effectively in future phases.
Landscape, topography and land use context		- The land proposed to host the Project has evidence of extensive agricultural activities, such as crop production and livestock grazing. This may lead to disruption of farming activities. - The Project is predominantly surrounded by agricultural lands, including lands used for grazing native pastures and modified pastures. The arrival of the Project as well as other renewable energy developments may pose cumulative pressure on potential landscape changes. - The owners of the non-associated dwelling identified within close proximity (less than 1 km) from the Project Area (refer to Appendix K of the EIS) may experience visual amenity and other impacts. Close engagement is required to manage these impacts.
Population demographics		- Whilst the State has shown a stagnant population growth of 7.9% between 2016 to 2021, the locations within the Social Locality have shown higher growth, except for Bundanoon UCL, Goulburn UCL, and Yass UCL. This may be an opportunity for the Project's workforce sourcing. - Additionally, the Social Locality's median age is consistently higher than the NSW average (except for Marulan UCL and Canberra-Queanbeyan SUA), which provides further challenges to reskilling people into renewable energy workforce participation.
Economic profile	<i>Main occupations</i>	- Similar to population growth, the labour force in the locations of the Social Locality have increased over time, with 19.1% of the Social Locality's workforce included as technicians and trades workers, machinery and operators and labourers. This data points towards potential for the sourcing of local construction workers in surrounding towns during the Project's Construction Phase. - Overlapping construction periods of other developments may increase challenges for the Project as they may compete for workers.
	<i>Main industries</i>	- The Social Locality displays a mixed economic composition with strong employment in Public and Social Services. This provides opportunities for the Project's workforce sourcing and reskilling people into renewable energy workforce participation. - Overlapping construction periods of other developments may increase challenges for the Project as they may compete for procurement and suppliers.

Theme		Identification of challenges or opportunities
	<i>Local businesses</i>	- Construction can result in short term workforce shortages for local businesses. - Out of an approximate 9,137 businesses, 1,706 (18.7%) are active in the construction industry, which offers opportunities for local procurement and suppliers. - At the same time, of those 1,706 businesses, 915 (53.6%) are sole traders. This may cause challenges for the Project, e.g. with its bidding process and the administration of several small parties.
Vulnerable groups	<i>Cultural and linguistic diversity</i>	The Social Locality shows low linguistical vulnerability which should ease communication and engagement as the likelihood of CALD groups being excluded from engagement activities due to language barriers is deemed to be low.
	<i>Youth and elderly</i>	- Compared to the State, the Social Locality displays a greater portion of its population being over the age of 65, and the percentage has generally increased between 2016 and 2021. - These findings suggest an increasing aging population which reflect vulnerability due to age. This may indicate potential challenges to source local workers. It also highlights the need for robust measures to mitigate noise, ensure safety, and control dust emissions, especially to protect the wellbeing of the elderly, who may be more susceptible to environmental hazards. - The Social Locality also shows a trend in which its population under the age of 14 is declining. This trend suggests potential future challenges to source local workers whilst it also offers opportunities for the Project to support community needs such as training opportunities or youth hubs.
	<i>Indigenous people</i>	- Data shows that the Social Locality's proportion of First Nations people is mixed, with some locations having larger and others smaller populations than that of NSW. - At the same time, the percentage of Indigenous population as part of the overall population has increased between 2016 and 2021 in all locations of the Social Locality (except Bundanoon UCL, where it remained the same). This trend may lead to calls for equity, particularly in areas such as employment opportunities and access to healthcare and education services. This could create opportunities for the Project to promote cultural diversity, enhance the visibility of Indigenous culture, and potentially support economic development for Indigenous communities within the Social Locality—for example, through initiatives like a Community Benefit Sharing Fund (CBSF) or similar. It also highlights the need to ensure that the Project does not exacerbate existing health, education, and economic disparities faced by Indigenous communities (NIAA, 2023). - Mitigation measures in relation to potential negative impacts on health services are particularly important as the Indigenous population's median age is significantly lower compared to that of the overall population (ranging from 33 to 60 for the overall population, compared to a range of only 18 to 28 for the First Nations population). - No economic disadvantages were found as the median weekly household income of Indigenous households is overall slightly higher than that of the median weekly household income of the general population.

Theme	Identification of challenges or opportunities	
	<i>Socio-economic disadvantage</i>	- The two LGAs present different SEIFA outcomes, with Goulburn Mulwaree LGA presenting less advantaged figures than the State and a declining percentile from 2016 to 2021. This indicates towards declining socio-economic conditions and increased disadvantages over the course of time and may present itself in a higher vulnerability to change amongst its population. - At the same time, compared to the LGAs, the Project's immediate surroundings (the SA1s) present a more socially and economically advantaged population than its LGA, even though the area west of the Project falls below the State's average.
Housing and accommodation	<i>Income and housing</i>	- While median household incomes in Goulburn Mulwaree LGA and Wingecarribee LGA have increased between 2016 and 2021 by 22.6% and 25.3% respectively, rental and mortgage stress data may suggest that increased household incomes do not adequately financially support increased rental and mortgage payments. Meaning that the rise in mortgage/rental stress in the Social Locality suggests that economic conditions might be declining, even though household incomes have increased over time. - Increases in rental and mortgage stress can be caused by decreases in income, unaffordable housing prices leading to over-leveraged new mortgages or interest rate increases for variable rate mortgages, and rental increases linked to the variability of rental payments which can adjust with market rates, amongst other reasons. It may result in benefits not being equally felt across the housing sector and can cause stress and anxiety amongst the population. - Household incomes in 2021 were consistently below the State average (with the exception of Canberra-Queanbeyan SUA), which further indicates vulnerability to change due to stress and anxiety. - At the same time, unemployment rates at all locations were lower than that of the State, which may provide a buffer against vulnerability to change whilst it also may create challenges in relation to finding a local workforce. - The percentage of houses owned outright are higher than the State (31.5%) at all locations, except in Marulan and Canberra, which indicates that at least a part of the population has some financial security and could experience a sense of resilience, although this may not be felt evenly amongst the population.
	<i>Privately owned housing</i>	- Median house and unit prices, as well as house annual median sales price changes in the Social Locality are lower than the NSW averages (except for Bowral). This data indicates vulnerabilities in relation to privately owned housing. - Rental availability in the Social Locality is limited to an approximate 826 rental properties (of which 737 are in Canberra) and the relatively low vacancy rates, as well as low RAI scorings, suggest strong demand and tight supply. It is important for the Project to take this context into consideration when looking for accommodation options for its influx workers. - The Social Locality's challenges with housing affordability means that the accommodation of worker influx can play a taxing role on community cohesion if not managed well.

Theme		Identification of challenges or opportunities
	<i>Short-term accommodation</i>	An estimated 8,380 STA rooms spread over 136 STA are located within the Social Locality. Although these may provide potential accommodation options for the Project, overlapping construction periods of other developments may increase challenges for the Project as they may compete for accommodation options.
Social Infrastructure and Community Wellbeing	<i>Community and recreational services</i>	Goulburn SUA and Bowral-Mittagong SUA provide the greatest range of community and recreational services to support the Project workforce, whilst other towns have less offerings and may be more prone to pressure on these services in case the Project will use them for its workforce.
	<i>Health</i>	- A wide variety of health services are available in the Project's surroundings, including 24-hour emergency services in Goulburn UCL and Bowral-Mittagong SUA, which can support a safe working place for the construction workforce. Goulburn UCL and Bowral-Mittagong SUA also have hospitals, which are generally performing well. - The local community's health conditions in the nearby towns are below the State's average. This may indicate a larger demand for health services and suggests that the Project should be cautious to not putting additional pressure on existing health services.
	<i>Education</i>	- Goulburn UCL and Bowral-Mittagong SUA provide most educational facilities, including tertiary facilities, which may provide options for the Project to provide skills training and funding opportunities, as well as support the needs of the Construction workforce and their families. - The Social Locality presents educational attainment in vocational training that is higher than the State, indicating opportunities for the Project to source workers locally with a strong base of vocational training.
	<i>Access and Connectivity</i>	- The Project will offer shuttle busses for workers as public transportation options are limited. - Canyonleigh Road is used as haulage route for local quarries, which means that there may be more heavy vehicles on the road, which may come with additional safety risks for workers and the local community.
Community Values	<i>Cultural heritage</i>	The region holds deep cultural and historical significance, and the Dreaming stories of the Gundungurra people, who are the traditional custodians of the land on which the Project is proposed, are evidence of their connection to the land. This suggests that the Project should work closely with Gundungurra representatives and RAPs to identify and avoid damage, disturbance or interference of cultural heritage.
	<i>Community values</i>	- If events and festival timeframes overlap with construction periods, the demand for accommodation may impact upon the readily available options for tourists and visitors to rely upon. This is particularly relevant for Skyfire in Canberra-Queanbeyan SUA, which is said to attract >130,000 visitors, and the Tulip Time Festival in Bowral-Mittagong SUA, which is said to attract >60,000 visitors. - There is an opportunity to provide support for key festivals and events throughout the construction and operations phases of the Project.

6. SOCIAL IMPACT ASSESSMENT

As outlined in **Section 2.3**, the impact assessment methodology follows that outlined in DPHI's Technical Supplement (DPE, 2023b). Overall, the key drivers of social change that may affect communities in the Social Locality resulting from the Project relate to:

- procurement opportunities for Local / Regional Businesses and employment opportunities for the local workforce;
- disruptions due to construction related activities (noise, dust, transportation of materials and workers, etc.);
- accommodation arrangements for construction workforce; and
- amenity (noise, visual) and other land use and landscape changes due to altered landscapes.

In assessing the potential impacts, ERM has considered the:

- characteristics of the Project, including the timing, duration and intensity of activities (where known);
- issues raised by stakeholders during the engagement process; and
- outcomes from technical studies undertaken by the Project (noise, visual, cultural heritage etc.).

The impacts have been assessed based on the likelihood of the impact occurring, the magnitude of the impact (degree of change caused by the impact) if it occurs, and the vulnerability of the impacted receptors (refer to **Section 2.3**).

Decommissioning: The Project elements will operate for a minimum of 30 years. At the end of the Project's life one of the following options will be undertaken:

- Upgrade or replace the existing infrastructure, subject to technological improvements; or
- Decommission the BESS and associated infrastructure in accordance with a Decommissioning and Rehabilitation Plan (DRP).

The Applicant aims to recycle all dismantled and decommissioned infrastructure and equipment removed from the Project Area, where possible. Materials that cannot be recycled will be disposed of at a licensed waste management facility.

Given the timeframe involved, the Decommissioning Phase has been considered at a higher level in the impact assessment than the other phases of the Project. It should be noted however, that the potential social impacts associated with the Decommissioning Phase of the Project will also be considered in greater detail as part of a future DRP (or similar), which will be prepared closer to the decommissioning date (no less than five years prior to decommissioning and / or in accordance with any project approval requirements) to ensure that the most up to date best practice measures are incorporated. It is anticipated that the decommissioning and rehabilitation phase would take up to six months to complete, with the Project Area being returned, as far as practicable, to its condition prior to the commencement of construction.

Cumulative impacts: Based on the SSD projects outlined in **Table 6-1** there is the potential for cumulative impacts to be experienced by stakeholders within the Social Locality.

The Project is located within the scope of The South East and Tablelands Regional Plan 2036, which includes objectives to help position the region as a hub of renewable energy excellence.

The region already hosts significant number of renewable energy developments, with several more in planning, approvals or construction phases. There are also other SSD projects in mining and other industries in the area and there are several renewable energy projects in the region that are preparing planning applications or have obtained planning approval.

Cumulative social impacts arising from the accumulation of projects in the wider region, including the Social Locality, are a possibility as the NSW Government pursues a largescale transition to renewable energy sources (NSW Government, 2019; 2020; 2021).

Table 6-1 identifies SSD developments within 100 km of the Project Area, of which there are five within a close proximity (10 km).

Projects highlighted in grey indicate projects:

- With a potential to (partly) overlap timing for their construction; and
- Within 50 km of the Project Area.

If timing for construction is unknown, a conservative approach has been taken, and these Projects have been considered in the assessment.

Based on this, the following projects are identified as potentially with relevant social cumulative impacts: Marulan Gas-Fired Power Station 1, Wattle Creek BESS, Wattle Creek Solar Farm, Marulan Solar Farm, Hanworth BESS, Bannaby BESS, Swallow Tail BESS, Marulan Quarry, Moss Vale Resource Recovery Facility, Moss Vale Plastics Recycling Facility, Merino Solar Farm, Gundary Solar Farm, HumeLink, Shoalhaven Pumped Hydro Expansion Project, Kangaroo Valley BESS, and Willavale BESS.

Cumulative impacts of these projects are taken along in the assessment outlined in this section, as well as in the WAP (**Appendix D**).

TABLE 6-1 KEY PROJECTS WITHIN 100 KM OF THE PROJECT

Project	Application Number	Developer	Scale	Proximity	Status	Indicative timeframe	Expected workforce	Potential overlap with Project's Construction Phase ¹⁹	Source
Marulan Gas-Fired Power Station 1	MP07_0175	Energy Australia	350 MW	~2 km	Approved	project is in feasibility and assessment stages. Environmental assessments are expected to be completed by late 2026.	380+ construction and operation jobs	Yes	EA 208 Marulan Gas Fired Overview FEB25.pdf
Wattle Creek BESS	SSD-63345458	Spark Renewables	800/1600 MWh	4 km	Prepare EIS	Predicted to start construction in 2026, becoming operational 2027.	73 personnel during peak construction.	Yes	Referral summary · EPBC Act Public Portal

¹⁹ The Project is proposed to commence construction in early-2026, and commissioning and operation is anticipated from 2027.

Project	Application Number	Developer	Scale	Proximity	Status	Indicative timeframe	Expected workforce	Potential overlap with Project's Construction Phase ¹⁹	Source
Wattle Creek Solar Farm	SSD-63344210	Spark Renewables	265 MW	4 km	Prepare EIS	Predicted to start construction in 2026, becoming operational 2027	250 personnel during peak construction.	Yes	Referral summary · EPBC Act Public Portal
Gunlake Quarry Extension	SSD-7090	Gunlake Quarries Pty Ltd	2 million tonnes of aggregate per year	8 km	Approved – In Operation	Complete	NA	No	The Gunlake Extension Project Factsheet No. 1 - DocsLib
Marulan South Limestone Mine Continued Operations Project	SSD-7009	Boral Cement Limited	2 million tonnes of limestone and 200,000 tonnes	10 km	Approved – In Operation	Complete	NA	No	Marulan South Limestone Mine Continued Operations Project Planning Portal - Department of Planning and Environment
Marulan Solar Farm	SSD-13137914	Terrain Solar	100 MW	14 km	Approved	Predicted to start construction in 2025, becoming operational in 2027	During peak construction ~300	Yes	Marulan solar and two-hour big battery heads on towards construction RenewEconomy

Project	Application Number	Developer	Scale	Proximity	Status	Indicative timeframe	Expected workforce	Potential overlap with Project's Construction Phase ¹⁹	Source
Hanworth BESS	SSD-78179499	Enervest	1.2 GW / 4.8 GWh	15 km	Prepare EIS	Scheduled to begin in October 2026, with operations starting in October 2028.	N/A	Yes	Hanworth Battery - Enervest
Bannaby BESS	SSD-78810458	BW ESS	700 MW/ 3 GWh	15 km	Prepare EIS	Planning phase; expected to be operational by first half of 2028.	120 FTE workers.	Yes	Renewable energy projects spark Bannaby battery storage proposal Goulburn Post Goulburn, NSW
Swallow Tail BESS	SSD-78039972	AMPYR	375 MW / 1500 MWh	15 km	Prepare EIS	Construction to begin in 2026, with operations commencing in 2028.	120 FTE workers.	Yes	Swallow Tail BESS AMPYR Energy Australia
Marulan Quarry	SSD-65146459	Global Quarries Australia Pty Ltd	-	24 km	Prepare EIS	Unknown	30 FTE during construction	Yes	The Marulan Proposal Cleary Bros

Project	Application Number	Developer	Scale	Proximity	Status	Indicative timeframe	Expected workforce	Potential overlap with Project's Construction Phase ¹⁹	Source
Moss Vale Resource Recovery Facility	SSD-45721464	Purple Cow Industries Pty Ltd	200,000 tonnes per year	30 km	Prepare EIS	Unknown	N/A	Yes	Career opportunities for the Moss Vale team - Resource Recovery
Moss Vale Plastics Recycling Facility	SSD-9409987	Plasrefine Recycling Pty Ltd	120,000 tonnes per year	30 km	Recommendation	Construction expected post-2025.	Up to 200 construction jobs.	Yes	assessment-report.pdf
Merino Solar Farm	SSD-59155459	Merino Solar Farm Pty Ltd	450 MW	30 km	Prepare EIS	Expected to commence in 2025.	~200-330 FTE.	Yes	Merino Solar Farm edp
Gundary Solar Farm	SSD-48225958	Lightsource bp	400 MW	35 km	Response to Submissions	Mid to late 2024 start.	~400 FTE.	Yes	FAQ-Gundary-Solar-Farm.pdf
HumeLink	SSI-36656827	Transgrid	500 kV transmission lines and associated infrastructure	40 km	Approved	Enabling work started early 2025, major construction planned mid 2025.	N/A	Yes	HumeLink: Connecting Wagga Wagga, Bannaby and Maragle Transgrid
Shoalhaven Pumped Hydro Expansion Project	SSI-10033	Origin Energy	235 MW	40 km	Response to Submissions	Unknown	N/A	Yes	Shoalhaven Hydro Proposed Expansion - Origin Energy

Project	Application Number	Developer	Scale	Proximity	Status	Indicative timeframe	Expected workforce	Potential overlap with Project's Construction Phase ¹⁹	Source
Kangaroo Valley BESS	SSD-78593964	Firm Power/AGL Australia	400 MW	42 km	Prepare EIS	Unknown	N/A	Yes	Firm Power reveals plans for Kangaroo Valley Battery
Crookwell 2 & 3 Wind Farm	SSD-6695 & DA176-9-2004	GPG/Naturgy Group	90MW and 102 MW	43 km	Operational	Construction finalized in 2023.	~95 workers.	No	Crookwell 3 Wind Farm Frequently Asked Questions - GPG Australia
Willavale BESS	SSD-78100252	X-Elio Aus2 Pty Ltd	300 MW	48 km	Prepare EIS	2026.	100	Yes	Willavale Park - X-ELIO
Biala Wind Farm	SD-6039	Newtricity	110 MW	65 km	Operational	Construction finalized in 2020.	N/A	No	Home - Biala Wind Farm
Woodlawn Wind Farm	DA250-10-2004	Woodlawn WindEnergy Joint Venture	50 MW	67 km	Operational	Construction completed in 2011.	~150 workers during peak construction.	No	Woodlawn web.pdf
Capital Wind Farm	MP05_0179	Renewable Power Ventures	140 MW	70 km	Operational	Construction completed in 2009.	~200-300 workers during construction.	No	PP Capital web.pdf
Blind Creek	SSD-13166280	Blind Creek Solar Farm Pty Ltd	350 MW	83 km	Determination	Expected to start end 2025.	~300-400 during peak	Yes	Octopus Australia's Blind Creek Solar Farm

Project	Application Number	Developer	Scale	Proximity	Status	Indicative timeframe	Expected workforce	Potential overlap with Project's Construction Phase ¹⁹	Source
Solar Farm							construction.		<u>and Battery achieves major development milestone to progress towards construction Octopus Investments Australia</u>

6.1 STAKEHOLDERS AND COMMUNITY

Stakeholder and community impacts have been raised during stakeholder engagement conducted for the EIS and SIA.

6.1.1 INSUFFICIENT OR INEFFECTIVE STAKEHOLDER ENGAGEMENT

Impact Overview

Meaningful stakeholder engagement is key to managing social impacts. Insufficient or ineffective engagement, however, may occur due to poor communication, lack of stakeholder identification, minimal stakeholder involvement, misaligned expectations, inadequate conflict management, or a lack of trust and transparency, limited accountability and follow up, or cultural and contextual insensitivity, amongst other reasons.

NSW SIA Categories

Health and Wellbeing; Decision-making Systems; Way of Life; Community.

Affected Stakeholders

Local community organisations and businesses; Aboriginal Communities; Surrounding Community; Neighbours.

Findings

Engagement findings: The Applicant identified and mapped all stakeholders and arranged a wide range of stakeholder activities to understand their views and concerns. All stakeholder interactions were logged into the stakeholder management database, Consultation Manager, and the Applicant.

Stakeholder engagement efforts have ensured accessibility and inclusivity by providing clear, concise information in formats and channels that met the community's needs (refer to **Section 3.3**). Email was considered the best way to provide information according to stakeholders during an online survey in April to July 2025.

As further outlined in **Section 3.3.4**, issues raised by stakeholders during engagement efforts were related to the project design, fire safety, construction, cumulative impact, project benefits, visual impact, and Aboriginal cultural heritage. Stakeholders were, amongst other things, keen to understand how the battery technology works and the exact location of the Project Area, and the overall perception was that the Project will support more reliable energy for the Goulburn region and that the BESS has more support than other renewable energy projects. In relation to the Project's design, concerns were raised about the disposal and toxicity of Project waste. Concerns were followed up through further engagement. Additionally, Project design revisions have and will continue to be a multivariable and iterative process. These revisions allow for improvement in Battery container siting based on information from technical assessment, landowner feedback and inclusion into the Project (as involved landowners), and broader community consultation.

Community benefits: the local community has shown support to the suggested types of community benefits as outlined in **Table 3-5**. X-Elio is currently engaging with the Goulburn Mulwaree Regional Council regarding a potential Community Benefit Agreement (CBA). The CBA could provide contributions to community benefits and will also contribute to improving local infrastructure in the area.

Intergeneration inequity: Intergeneration inequity may occur if current stakeholders receive the benefits of the Project, whilst future generations inherit the waste and environmental issues generated by an improperly decommissioned Project.

The DRP for the Project will prioritise site restoration and will establish relevant sustainability requirements and parameters for decommissioning. To ensure appropriate waste management, the Applicant will recycle the dismantled and decommissioned infrastructure and equipment and remove it from the Project Area, where possible. Opportunities to reuse material by local groups and / or organisations will be considered. Materials that cannot be recycled will be disposed of at a licensed waste management facility.

Following decommissioning, the Project Area will be rehabilitated to its current condition and made suitable for agricultural use.

Summarising, the Applicant initiated a wide range of stakeholder engagement activities which were logged in a systematic manner. Key concerns were followed up through further engagement and / or design revisions. The Applicant has shown willingness to support community benefits and improving local infrastructure, and agreed on a DRP to prioritise site restoration for decommissioning to mitigate intergenerational inequity impacts.

Management and Mitigation

To manage potential insufficient or ineffective community engagement, or for the local community to become more divided over the Project and address the mental health and wellbeing of stakeholders involved, it will be important to ensure that there is ongoing stakeholder engagement conducted with surrounding communities, including those stakeholders that have voiced concern in relation to the Project.

Specifically, the following management measures are proposed to be adopted by the Project:

- **The implementation of a Stakeholder Engagement Plan (SEP)** tailored to Construction and Operational Phase of the Project will be important to facilitate stakeholder appropriate, transparent, and meaningful engagement. The SEP will include the requirement to provide regular Project updates (e.g., electronic and hard-copy communication materials) and seek input from stakeholders in relation to their concerns and / or impacts that are being experienced. Recognising the impacts of temporary disruptions caused by construction activities, a concerted effort is needed to address lingering concerns and rebuild community cohesion. Engaging in open dialogue, providing transparent information about operational activities and the Community Benefit Sharing Fund (CBSF) benefits, and actively involving the community local initiatives derived from the fund, will be vital for fostering understanding and unity during the Operation Phase. The SEP will ensure:

- Diverse and inclusive engagement methods are used to minimise redundancy and stakeholder fatigue.
- Continued opportunity for stakeholders to engage with the Applicant on decisions in relation to Project design and management where reasonable.
- Provide opt-in engagement options allowing stakeholders to participate at their convenience.
- Establishing clear behaviour standards for non-local workers to help maintain community cohesion and sense of belonging within the local community.
- If deemed necessary during stakeholder engagement, the Project will consider alternative engagement options to reduce stakeholder fatigue but ensure it remains meaningful.
- **A grievance mechanism** will also be developed and implemented throughout the life of the Project to manage concerns that may arise during day-to-day construction and operational activities.
- **Develop and implement the CBSF**, including:
 - Consulting with key stakeholders and potential partners (e.g. Goulburn Mulwaree LGA, community groups, etc.);
 - Focus on the equitable distribution of the CBSF to prevent any perception of bias or favouritism. Transparent criteria for fund allocation should be established, emphasizing fairness and inclusivity. Regular communication about the allocation process and the tangible benefits derived from the CBSF will also contribute to enhancing community trust;
 - Ensuring that vulnerable groups within the community have access to and benefit from the CBSF, such as elderly, youth and Aboriginal persons. Proactive measures, such as outreach programs and collaborations with local organisations, should be implemented to address the specific challenges faced by vulnerable populations
 - Publication of the CBSF to the Wider Community via community newsletters and other communications channels as per the Operation Phase SEP.
- **To address the intergenerational equity and waste management impacts associated with the Project:** Development and Implementation of a DRP five years prior to the end of Project component lifetime, which will outline how waste streams derived from decommissioning activities will be appropriately managed, including ensuring adherence to a waste hierarchy that considers recycling before general waste disposal.
- Engagement with community groups and / or organisations within the Social Locality regarding the potential donation of materials salvaged through decommissioning works for reuse on community projects.
- Engagement with Goulburn Mulwaree Council and Wingecarribee Council to understand the potential options to dispose of materials through licenced Council refuse facilities.
- Maintenance of the grievance mechanism throughout the Decommissioning Phase to manage concerns that may arise during decommissioning activities.

Impact Significance

A summary of the impact assessment characteristics associated with the potential impact on insufficient or ineffective stakeholder engagement is provided in **Table 6-2**.

TABLE 6-2 IMPACT CHARACTERISTICS INSUFFICIENT OR INEFFECTIVE STAKEHOLDER ENGAGEMENT

Impact Characteristics	Key Finding
Extent	Insufficient or ineffective stakeholder engagement and potential loss of community cohesion has the potential to impact all stakeholders within the Social Locality. However, given the location of the Project, those stakeholders located in SA1 1154023 and SA1 1154019 are likely to be the most impacted. These areas are the closest to the Project and may face more disruption to cultural activities, land use, and community cohesion, so meaningful engagement and mitigation efforts are most important.
Duration	It will be important to meaningfully manage stakeholder engagement throughout the course of the Project's lifespan, especially during the periods of pre-construction and construction. The Construction Phase is expected to last 18 months. It is anticipated that the loss of community cohesion will be most acutely experienced during the period of construction. The duration of this impact is also expected in the early stage of the Operational Phase but not persist for the lifespan of the Project. The CBSF is to be used as a management measure throughout the lifespan of the Project (anticipated to be minimum 30 years). Positive impact will be felt during the lifetime of the Project. If not decommissioned appropriately, the period required to restore the landscape through proper waste management may be substantial.
Severity	The community across the Social Locality are relatively interdependent with strong community connections and values.
Sensitivity	Stakeholder engagement will continue to use a variety of engagement methods to ensure that vulnerable groups (e.g. elderly persons) can access Project information and provide feedback.
Level of Interest	Although stakeholders have not shown major levels of concern, certain impacts may remain unmarked or overlooked due to the evolving nature of stakeholder priorities, the complexity of community dynamics, or limitations in available data during earlier stages. These may present challenges for the Project to address effectively in future phases.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-3**.

TABLE 6-3 IMPACT SIGNIFICANCE COMMUNITY OPPOSITION AND COHESION

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Major	Possible	High	Moderate	Possible	Medium
Operation	Moderate	Unlikely	Medium	Minor	Unlikely	Low

6.2 EMPLOYMENT

Typically, key stakeholders are interested in the increased direct and indirect employment opportunities (refer to **Section 6.2.1**), Benefits through employment were discussed during stakeholder engagement activities

6.2.1 INCREASED DIRECT AND INDIRECT EMPLOYMENT OPPORTUNITIES

Impact Overview

Increased demand for labour creates direct and indirect employment opportunities for the local community. Higher employment levels can lead to improved social outcomes such as reduced socio-economic disadvantage and enhanced community wellbeing, as individuals and families gain stable incomes, increasing their access to better healthcare, education, and recreational facilities.

NSW SIA Categories

Livelihoods.

Affected Stakeholders

Local community organisations and businesses.

Findings

Engagement: Local employment and training opportunities were considered of most help according to stakeholders during an online survey in April to July 2025.

Construction workforce: Construction is expected to commence in 2026. The Project is anticipated to have a peak construction workforce of approximately 100 workers.

The duration of construction from commencement to commissioning of the Project is expected to last 18 months.

Operational workforce: Approximately five direct jobs, with all employees expected to reside in the region (refer to Appendix R of the EIS).

Decommissioning workforce: It is anticipated that the decommissioning and rehabilitation phase would take up to six months to complete.

Economic Impact Assessment: During construction, on a regional level, most direct impacts generated by the Project are within the construction industry. In total, the direct output from the Project is estimated at \$46.2 million per annum.

The annual value added by the Project to the regional economy is estimated at \$82 million, of which \$24 million comes from direct impacts. The average direct impact on household income is estimated \$11 million annually.

At State level, most of the direct output generated by the Project is in the construction industry. In total, direct output from the Project is estimated at \$28 million. The total impact on household income is \$17 million per annum on the NSW economy during the construction phase.

During operations, the annual direct output to the region from the Project will be \$55 million. Total value added to the region is estimated at \$31 million per annum over the operation phase. The average direct impact on household income is estimated at \$880,000 annually.

At State level, the annual direct output from the Project is estimated at \$55 million. The estimated total output value added by the Project to the NSW economy is \$38 million annually during the operation phase.

Economic profile: The baseline data provides key findings and assumptions related to employment opportunities:

- *Available appropriate workforce:* Although there is a fluctuating labour force in the locations of the Social Locality, there is potential for the sourcing of local construction workers in surrounding towns during the Project's Construction Phase. Across the two LGAs, the total workforce as technicians and trades workers, machinery operators and drivers and labours accounts for 19.1% of the total available workforce, with 61,609 workers with relevant occupations.
- *Relevant industries:* The Social Locality displays a mixed economic composition with strong employment in public and social services and commercial and retail services. This provides opportunities for the Project's workforce sourcing and reskilling people into renewable energy workforce participation;

Aging population: Compared to the State, the Social Locality displays a greater portion of its population being over the age of 65, and the percentage has increased between 2016 and 2021. These findings suggest an increasing aging population, which may indicate potential challenges to source local workers.

Educational attainment and training opportunities: At the same time, the educational profiles of the Social Locality indicate a capability to support the families of the workforce and / or suggest opportunities to source workers locally with a strong base of vocational training. This also provides opportunities to further train and reskill people.

Local employment target²⁰: The Applicant has set a local employment target of 20%, with the Project contractor(s) to be requested to endeavour to optimise local talent hiring, subject to availability and market competitiveness.

The Project is anticipated to have an expected construction workforce of approximately 70 workers, with 100 FTE personnel at peak construction. As a 20% local employment target has been proposed by the Applicant, the number of local workers proposed to be employed by the Project is approximately 20 at peak. Accordingly, if this target is met, approximately 80 workers at peak construction would be non-locally sourced.

Cumulative impacts: The cumulative impact assessment approach involves considering the impacts of the Project together with the impacts of other relevant future projects on economic activity. **Table 6-1** presents other nearby projects with potential to overlap with the Construction Phase of the Project. These include Marulan Gas-Fired Power Station 1, Wattle Creek BESS, Wattle Creek Solar Farm, Marulan Solar Farm, Hanworth BESS, Bannaby BESS, Swallow Tail BESS, Marulan Quarry, Moss Vale Resource Recovery Facility, Moss Vale Plastics Recycling Facility, Merino Solar Farm, Gundary Solar Farm, HumeLink, Shoalhaven Pumped Hydro Expansion Project, Kangaroo Valley BESS, and Willavale BESS. These Projects are likely to also be sourcing workers locally and drawing from a similar local workforce to the Project.

As further explained in **Appendix D** of this SIA, the total expected construction workforce of these projects is ~2,303. If these projects also have a local employment target of 20%, they will require at least ~1,842 influx workers.

Summarising, the findings suggest that approximately a third of the workforce in the two LGAs is active in occupations which are relevant to the construction of the Project. The Project's local employment target is set at 20%, which assumes an estimated 20 direct employment opportunities for the local community during its Construction Phase and five direct jobs during operations, whilst there is fluctuating availability of appropriate workforce within the region. The region faces a large number of other SSD Projects which are also likely to be sourcing workers locally. If these projects have a 'worse-case-scenario' local employment target of 20%, they will require at least ~1,842 influx workers. It is unlikely, however, that all projects will have overlapping construction timing.

Management and Enhancement

To maximise employment benefits associated with the Project, with following enhancement measures will be adopted:

- **Develop and implement a Local Employment Plan (LEP) for the Project:** The LEP is to include measures to encourage and set targets for local employment for the Engineering, Procurement and Construction (EPC) Contractor and the Operational

²⁰ The establishment of a local employment target is informed by the NSW SIA guidelines and is both an aspirational and forecasted target based on limited available data at the time of writing the report. This target does not constitute a binding commitment, and actual employment outcomes will be subject to market conditions, workforce availability, and project requirements. The Applicant will continue to monitor local employment opportunities and engage with relevant stakeholders to support workforce development initiatives where practicable.

and Decommissioning Phase of the Project. The LEP for the Project is to include, but not limited, the following measures:

- Host information sessions to engage with the community and Local / Regional Businesses who can provide inputs or services and other prospective contractors / subcontractors, regarding construction timing, workforce estimates and accommodation requirements.
- Engage local media including radio, newspaper and social media to advertise expressions of interest for employment or provision of services or materials.

Impact Significance

A summary of the impact assessment characteristics for increased direct and indirect employment opportunities is provided in **Table 6-4**.

TABLE 6-4 IMPACT CHARACTERISTICS EMPLOYMENT OPPORTUNITIES

Impact Characteristics	Key Finding
Extent	The Project will provide opportunities for direct and indirect employment across the Social Locality and for a range of industries. The EIA (Appendix R of the EIS) indicates a peak workforce of 100FTE employees, with an estimated \$80 million added by the Project to the regional economy during the construction phase.
Duration	The impact will mainly be felt during the Construction Phase, which is expected to last for 18 months, and to a lesser extent during operations, which is anticipated to be a minimum of 30 years. The duration of employment opportunities during the Decommissioning Phase is approximately six months.
Severity	It is expected that most impact will be felt during the Construction Phase, with a peak construction workforce of approximately 100 FTE personnel and with an average of 70 FTE. The impact during operation is very limited and the decommissioning period for the Project will require the employment of a limited number of local workers and result in a short-term increase in economic growth for the Social Locality.
Sensitivity	The Social Locality's workforce is currently active within a mix of different industries. Although to a limited extent, the Project will provide an opportunity for diversification of skills and job opportunities.
Level of Interest	There was support for prioritising local employment and procurement, and training of the local workforce expressed during stakeholder engagement and in the engagement received.

Based on the findings outlined in this section, the pre-enhancement and post-enhancement impact significance across all relevant project phases is outlined in **Table 6-5**.

TABLE 6-5 IMPACT SIGNIFICANCE EMPLOYMENT OPPORTUNITIES

Phase	Pre-mitigation		Post-mitigation	
	Impact Significance		Impact Significance	
Construction	Positive	Low	Positive	Medium
Operation	Positive	Low	Positive	Low

6.2.2 POTENTIAL TO CREATE SKILLS AND LABOUR SHORTAGES

Impact overview

The increased demand for labour driven by the Project may contribute to skills shortages. The need for specialised skills may outstrip the available regional workforce, creating gaps in relevant industries. Skills and labour shortages can be mitigated by providing on-the-job training, preferring to hire contractors, partnering with educational institutions, and creating a target for apprenticeships.

NSW SIA categories

Livelihoods; accessibility

Affected stakeholders

Local community organisations and businesses

Findings

Economic benefits notwithstanding, the Project also has the potential to negatively impact the availability of skilled workers within the Social Locality and wider region. This impact is typically recognised when a considerable proportion of skilled workers available in a region are employed on a single large Project, meaning that other businesses and / or operations are unable to draw from the same pool of skilled workers to fulfil their job requirements.

Economic profile: The baseline data provides the following key findings and assumptions related to employment opportunities:

- *Relevant occupations:* A portion of the Social Locality's workforce have relevant occupations and skills required for the Construction Phase of the Project (i.e. work as technicians and trades workers, machine operators and drivers, or labourers). This crossover of relevant skillsets increases the possibility that workers may decide to leave their current employer and accept an opportunity with the Project for the duration of the Construction Phase. Where this occurs, Local / Regional Businesses may be negatively impacted as they are unable to hire and / or retain suitable staff, and in-turn their economic output is diminished as they cannot fulfil contracts and business commitments;
- *Workforce diversity:* The Project will supply employment in construction and infrastructure, which currently is a minor industry in the Social Locality; and

- *Local businesses:* There is a risk that the Project will contribute to skills shortages within the Social Locality. Impact on local businesses is lessened by the existing mobility of prospective employees. Nationally, 'Technicians and Trades Workers', 'Labourers', and 'Machinery Operators and Drivers' have the largest proportion of independent contractors (15%, 10% and 10%, respectively). The tendency for workers within these industries of employment to operate as independent contractors is an indicator for existing employee mobility within the workforce, with the potential for these independent contractors to align themselves with an EPC Contractor rather than be already employed long-term by Local / Regional Businesses (ABS, 2024).

Economic Impact Assessment: According to the EIA (Appendix R of the EIS), the labour force in the region is expected to be insufficient to meet the demand from the projects in the region. As a result, it is likely that some labour will shift industries, individuals outside of the labour force may rejoin, and there may be inward movement of labour from other regions. Given the demand for labour, wage increases may occur depending on whether the shortage can be met at the current wage rate.

Cumulative impacts: The Project also has the potential to generate competition for local goods and service providers within the Social Locality, particularly those of direct relevance to the resourcing requirements specified to construction. This competition may reduce the ability of Local / Regional Businesses to work on smaller-scale projects within the Social Locality, and by consequence neglect local community members. Competition may be increased by the cumulative SSD projects in the Social Locality. Lessened accessibility to goods and services within the local community may result in these goods and services becoming more expensive, and out of reach of vulnerable members of the local community, such as the elderly or those of limited financial means.

Summarising, it is found that the increased demand for labour driven by the Project may contribute to skills shortages in a region with relevant workforce available who may decide to leave current employers to accept an opportunity with the Project. It is also likely that some labour will shift industries, individuals outside of the labour force may rejoin. Competition may also be increased due to the presence of other SSD projects in the Social Locality. At the same time, existing employee mobility was identified amongst the relevant workforce, meaning that it is likely that many construction workers are independent contractors, rather than employed on a long-term basis by Local / Regional Businesses.

Management and enhancement

To address the potential creation of skills shortages within the Social Locality, the Project will adopt the following management measures:

- **Develop and implement the LEP for the Project**, including the proposed mitigation and management measures contained therein;
- **Monitor for skills and labour shortages** within the region and take this into consideration with EPC Contractor recruitment objectives;

- **Develop and implement a SEP**, inclusive of the requirement to maintain ongoing communication with Tamworth Regional Council and local business groups;
- **Develop and implement a grievance mechanism** to ensure that concerns / complaints raised by stakeholders, including in relation to skills shortages and local business impacts, are identified and acted upon;
- Ensure that on-the-job training programs are provided to upskill local workers with transferable skills;
- **Preference hiring contractors** to meet short-term labour demands with specialised skills;
- **Partner with educational institutions** to create apprenticeship programs and internships, ensuring a steady supply of semi-skilled workers; and
- **Create and implement a target for apprenticeships** to foster local employment and build a skilled workforce for the future.

Impact Significance

A summary of the impact assessment characteristics for the potential creation of skills shortages is provided in **Table 6-6**.

TABLE 6-6 IMPACT CHARACTERISTICS SKILLS SHORTAGES

Impact Characteristics	Key Finding
Extent	Skill shortages have potential to generate impacts throughout the Social Locality across a range of industries.
Duration	The impact will mainly be felt during the Construction Phase, which is expected to occur over an 18-month period. Impact is expected to be negligible during operations.
Severity	The Project demands on the Social Locality are in moderate relation to the workforce population. Approximately a third of the Social Locality's workforce holds occupations which are relevant to the skill requirements of the Project.
Sensitivity	Some towns in the Social Locality (i.e. Marulan and Bundanoon) may not be large enough to easily adapt to shifting labour dynamics.
Level of Interest	This concern was not raised as a concern during stakeholder engagement; however, it is a known concern for other renewable developments in regional areas.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-7**.

TABLE 6-7 IMPACT SIGNIFICANCE SKILLS SHORTAGES

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Minor	Possible	Medium	Minor	Unlikely	Low
Operation	/	/	/	/	/	/

6.3 LOCAL DISRUPTIONS

During stakeholder engagement several concerns were raised regarding local disruptions during the Construction Phase. These included impacts related to social amenity resulting primarily from noise and vibration, dust, and visual impact.

6.3.1 CHANGES IN SOCIAL AMENITY

Impact Overview

Construction impacts including noise, vibration, and dust, which influence social amenity and potentially cause an impact on community health and wellbeing. Social amenity impacts that have potential to exacerbate the needs of youth and elderly groups. In the immediate surrounding areas of the Project, the youth and elderly population remained consistently above the NSW average. These findings highlight the need for robust measures to mitigate noise, ensure safety, and control dust emissions, especially to protect the well-being of youth and the elderly, who may be more susceptible to environmental hazards.

NSW SIA Categories

Health and Wellbeing; Livelihood.

Affected Stakeholders

Neighbours; Surrounding Community.

Findings

Engagement: Fire risks, noise, vibration and dust were considered main concerns from stakeholders during an online survey in April to July 2025.

Land use: The following baseline findings relate to social amenity impacts:

Land use in the Goulburn Mulwaree LGA is mostly used for agricultural purposes, particularly sheep grazing, cattle grazing and boutique industries. (idCommunity, 2025). Wingecarribee LGA main land use is for sheep and cattle grazing with timber production, fruit and vegetable growing, and mining (idCommunity, 2025). The LGA has an important water catchment with the rivers flowing through many of the major cities. The following findings relating to social amenity were identified in technical studies within the EIS.

Noise and vibration assessment: A Noise and Vibration Impact Assessment (NVIA) was undertaken to provide an assessment of potential noise and vibration impacts associated with the construction and operation of the Project (Refer to Appendix L of the EIS).

The NVIA stated that noise levels were assessed against NSW standards and guidelines, including the NPI, ICNG, and RNP. It was concluded that construction noise is predicted to exceed the ICNG 'noise affected' level at several noise-sensitive receivers (NSRs) under worst-case scenarios, though no exceedance of the 'highly noise affected' level is expected. Mitigation measures will be required in the Construction Noise and Vibration Management Plan (CNVMP).

Operational noise levels are expected to comply with relevant criteria for all NSRs within 2 km of the Project boundary. Cumulative impacts from nearby developments are considered unlikely. Traffic noise impacts are minimal, with early morning heavy vehicle movements restricted to five vehicles between 6am and 7am. Further mitigation opportunities may be explored during detailed design, particularly through equipment selection and layout adjustments.

Bushfire Risk Assessment: A Bushfire Risk Assessment (BRA) was undertaken to provide an assessment of bushfire risks associated with the construction and operation of the Project (Refer to Appendix P of the EIS). The study states that the Goulburn Mulwaree LGA has a history of major fires occurring in a cycle of five to seven years and the Southern Tablelands region, in which the Project is located, has a high fire danger rating. There is a combination of grassland and woodland habitats within the site, which have been identified as bushfire prone land, and connect to other bushfire prone areas in the wider landscape. If fire ignitions were to occur within the site or in the wider landscape, the fire has the potential to spread.

To mitigate these risks, mitigation measures will be a combination of complementary strategies. In terms of design principles to minimise risk, the BESS layout will be designed to:

- Provide a defensible space around infrastructure; and
- Ensure that appropriate access, egress and manoeuvrability is provided for first responders.

Bushfire risk to surrounding bush (fire risks): Equipment should also be designed and maintained so that it will not serve as a bushfire risk to surrounding bush. Concerns about the risk of lithium-battery fires, access to the site being flooded in case of a fire emergency, that fire crews will prioritise the BESS over residential properties, and about vegetation management to improve fire safety were all expressed by stakeholders during consultation activities. The community supports the suggestion to provide fire training to operational staff and for the local fire service to follow up and approve the management plan.

Despite any mitigation measures applied, bushfire risk will always remain, and it is therefore important that a Bushfire Emergency Management and Operations Plan (BEMOP) is prepared in conjunction with relevant stakeholders, including NSW RFS, NSW Fire and Rescue, landowners and adjoining property owners.

In the event that a fire does breach any containment lines and threatens the assets, it is possible that the infrastructure will sustain direct flame contact. The detailed mitigation measures outlined in the BRA have been developed to meet the relevant provisions outlined in Planning for Bush Fire Protection 2019 (NSW Rural Fire Service, 2019) and to ensure that the BESS development does not present any increased risk of widespread fire across the landscape.

Summarising, the Project will bring a change in land use to the Social Locality, which is currently mainly centred around agriculture, particularly livestock grazing. Furthermore, noise levels are expected to be relatively low to moderate, and bushfire risk requires various mitigation measures as the Southern Tablelands region has a high fire danger rating and the LGA has a history of major fires occurring every five to seven years. The risk that the Project may cause fire has also been flagged by several stakeholders.

Management and mitigation

To address the potential negative changes in social amenity, the Project will adopt the following management measures:

- **Develop and implement a SEP**, inclusive of the requirement provide frequent updates around local impacts arising from construction related activities to Neighbours and the Surrounding Communities;
- **Develop and implement a grievance mechanism** to ensure that concerns / complaints raised by stakeholders during construction are identified and acted upon; and
- **Develop and implement a Construction Environmental Management Plan (CEMP)** that will include specific mitigations for construction phase impacts, including:
 - Dust management;
 - Construction hours align with statutory requirements / approvals;
 - Conduct Health, Safety and Environment (HSE) awareness training where appropriate;
 - Noise and vibration management, including development and implementation of a Construction Noise and Vibration Management Plan (CNVMP) as per the management measures stated in the Noise and vibration impact assessment;
 - Bushfire risk management, including development and implementation of the mitigation measures stated in the bushfire risk assessment; and
 - Biosecurity risk management, refer to **Section 6.3.3**.

Impact Significance

A summary of the impact assessment characteristics for increased changes in social amenity is provided in **Table 6-8**.

TABLE 6-8 IMPACT CHARACTERISTICS SOCIAL AMENITY

Impact Characteristics	Key Finding
Extent	Impacts are mostly at the local level with direct impacts to Neighbours, with indirect impacts experienced by the Surrounding Community.
Duration	Most impacts will mainly be felt during the Construction Phase, which is expected to last for 18 months, although impacts will continue during the operational lifetime of the Project (30 years).
Severity	The social amenity disruptions expected during construction are not likely to be experienced by other stakeholders in the Social Locality.
Sensitivity	Most of the impacts are likely to be experienced by Neighbours. There were no vulnerable or sensitive receptors identified as being impacted.
Level of Interest	Concerns were raised particularly about fire risks.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-9**.

TABLE 6-9 IMPACT SIGNIFICANCE SOCIAL AMENITY

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Moderate	Likely	High	Moderate	Possible	Medium
Operation	Moderate	Possible	Medium	Minor	Unlikely	Low

6.3.2 TRAFFIC CONGESTION, COMMUNITY SAFETY CONCERNS, AND DETERIORATION OF ROAD SURFACE CONDITIONS

Impact Overview

Transportation of materials and equipment to the Project Area has the potential to cause wear and tear on roads, road traffic congestion and community safety impacts for road users along the haulage routes and on local roads. Risk of traffic injury or in the worst case a fatality, resulting from increased vehicle movements during the transportation of goods and workers to and from the Project Area.

NSW SIA Categories

Way of Life; Accessibility; Health and Wellbeing; Surroundings.

Affected Stakeholders

Neighbours; Surrounding Community; Visitors to the Region.

Findings

Engagement: Traffic during construction was considered a main concern from stakeholders during an online survey in April to July 2025.

Working hours: The Project's construction activities are proposed to be restricted to standard daytime construction working hours, these times will have an impact on the local road network as traffic on roads will be increased by workers going to and leaving the Project Area around these times:

- 7:00 am to 6:00 pm (Monday to Friday);
- 8:00 am to 1:00 pm (Saturday); and
- No construction will occur on Sundays or Public Holidays.

Traffic Impact Assessment: A Traffic Impact Assessment (TIA) was conducted and concludes that the road network is able to accommodate the expected vehicle types and traffic volumes during the construction, operation, and decommissioning phases of the Project subject to the proposed road upgrades and traffic management measures outlined within the TIA (refer to Appendix M of the EIS). Further, the access locations have been suitably designed to allow vehicles to safely enter and exit the Project Area. More specifically, it states:

- *Local road network:* Brayton Road and Canyonleigh Road are the relevant local council roads. Canyonleigh Road is unsealed between Brayton Road and the site for approximately 9 km with speeds varying between 60-80 km/hr. The Brayton Road is a sealed road with an average speed of 80 km/hr, which reduces to 50 km/hr when entering Marulan, the road which connects the Project site to the Hume Highway. An analysis of the Brayton Road / Canyonleigh Road intersection shows that it is expected to continue to operate within acceptable limits and it is concluded that the road network is able to accommodate the traffic generated by the Project during the construction period. However, road sealing to the intersection is recommended to improve the safety and operation of the intersection and Council has indicated preliminary support for this.
- *Transportation route:* Port Botany has been identified as the port where the BESS plant would be imported. The route from Port Botany follows the Hume Highway to Marulan, and all heavy vehicles travel to the Project Area via the south using Brayton Road and Canyonleigh Road.
- *Traffic congestion and traffic generating potential:* Congestion may arise from an increased volume of traffic between the towns of the Social Locality and the Project Area as ongoing construction activities will necessitate the movement of workers and materials to / from the Project Area. Traffic congestion caused by increased vehicle movements and the potential establishment of detours or other road blockages, may cause disruptions to daily commutes and local business operations, which may impact on stakeholder way of life, or increase stress and anxiety, impacting on their health and wellbeing. Impacts will mainly be felt during the Construction Phase, but decommissioning activities will also require the frequent movement of workers and materials to / from the Project Area.

- The peak traffic generating potential is during the Construction Phase, which generates trips associated with the workforce accessing the Project Area and the delivery of raw materials. It is anticipated that during peak construction the Project could generate up to 100 light and 74 heavy vehicle trips per day, including workforce shuttle buses. The Project is expected to generate approximately 50 vehicle trips during the morning and evening peak hours during the peak construction period, which would reduce to 35 vehicle trips over the typical construction periods.
- *Community Safety:* An increased volume of daily traffic may result in compromised emergency response times, a higher potential for unsafe driving (i.e. speeding, distracted driving etc.) to occur, resulting in an accident, and a heightened exposure to air pollution from vehicle dust and exhaust emissions – all of which can impact upon community health and wellbeing. PBC Goulburn operates a school bus service which runs in the morning and afternoon and travels along Brayton Road between Canyonleigh Road and Marulan between approximately 7:30am-9:00am and 3:00pm-4:30pm. There is a bus “transfer point” parallel to Canyonleigh Road which increases the risk for accidents with local community members. This should be acknowledged by the Applicant to aid in scheduling Project traffic around school start and end times.
- *Road Surface Conditions:* The use of larger vehicles (i.e. B-Doubles) and the higher volume of traffic has the potential to cause a deterioration of road pavement conditions, which in turn, increases the risk of a traffic accident occurring. The TIA states, however, that the surface and carriageway of the roads, with the inclusion of the proposed sealing, are suitable to accommodate the future traffic volumes generated by general construction vehicles.
- *Cumulative impact:* Other pre-existing and proposed projects are expected to generate additional vehicle traffic. The Wattle Creek Solar Farm and BESS and Marulan Gas Fired Power Station are relevant in relation to potential cumulative traffic impacts due to their close proximity to the Project, usage of the same local road network and overlapping generated traffic.
- *Decommissioning:* Decommissioning is anticipated to generate a similar level of traffic to the construction stage. At the end of the operational life of the Project, all above ground infrastructure would be dismantled and removed from the Project Area. Internal roads, if not required for ongoing farming purposes or fire access, would be removed and the Project Area reinstated as close as possible to its original state and in accordance with the conditions of consent.

Summarising, the Project’s peak traffic generating potential is during construction, with up to 100 light and 74 heavy vehicle trips per day during peak construction. Congestion may arise from an increased volume of traffic caused by the Project, as well as by Wattle Creek Solar Farm and BESS and Marulan Gas Fired Power Station, whilst there are also school bus routes who make use of the local road network. Nevertheless, it was found that surface and carriageway of the roads, with the inclusion of the proposed sealing, are suitable to accommodate the future traffic volumes generated by general construction

vehicles and that the road network can accommodate the traffic generated by the Project during the construction period. During the operations phase of the Project, an increase of approximately 3–5 light vehicles is anticipated due to employees accessing the Project area daily. This minor increase is not expected to have a significant impact; therefore, the potential social impact associated with increased traffic during operations is considered to be minimal.

Management and Mitigation

To address traffic and transport related disruptions to stakeholders, the Project will adopt the following management measures:

- **Develop and implement a Traffic Management Plan (TMP)** which draws on the Project TIA. The TMP should include the following measures to manage the social dimension of the impact:
 - Heavy vehicles should avoid travelling at peak bus operating times to limit the interaction of larger vehicles and vulnerable road users;
 - OSOM vehicle trips be timed so they do not coincide with other OSOM vehicles within the surrounding area to limit the impact to the road network;
 - On-site speed restrictions;
 - Appropriate dust suppression measures;
 - Maintenance program for on-site access tracks to ensure safe access;
 - Loading and unloading is proposed to occur within the work area. No street or roads to be used for material storage at any time;
 - Sufficient car parking on-site to ensure that vehicles are not parked on the surrounding road network; and all car parking and loading areas to be designed in accordance with the relevant Australian Standard (2890 series) and Council requirements; and
 - Shuttle bus services where practical to enable local workforce in the respective locations to easily commute to the Project site.
- **Develop and implement a SEP**, inclusive of the requirement to provide frequent updates around local impacts arising from construction related activities to neighbours and the surrounding community. Neighbours are to be consulted and notified regarding the timing of major deliveries which may require additional traffic control and disrupt access. The SEP includes:
 - Continued engagement with Neighbours to ensure that matters raised in relation to traffic concerns, including school bus routes, are appropriately considered and incorporated into construction management processes and procedures;
 - Repair damaged Council roads and / or upgrade roads as required in accordance with Council Engineering Standards;
 - Take timing of school bus services into consideration to limit potential for accidents;

- *Develop and implement a grievance mechanism* to ensure that concerns / complaints raised by stakeholders during construction are identified and acted upon; and
- *Engage with the proponents of the relevant solar, wind and BESS projects* in the immediate surrounds to ascertain an understanding as any particular periods of intense road use by transport vehicles and / or oversized or over dimensioned vehicles. This information can then be disseminated to Project stakeholders as considered relevant. It is recommended that any OSOM vehicle trips are timed so they do not coincide with other OSOM vehicles within the surrounding area to limit the impact to the road network, which can be undertaken as part of the permit application.

Impact Significance

A summary of the impact assessment characteristics related to traffic congestion, community safety concerns, and deterioration of road surface conditions is provided in **Table 6-10**.

TABLE 6-10 IMPACT SIGNIFICANCE TRAFFIC AND ROADS

Impact Characteristics	Key Finding
Extent	It is anticipated that traffic disruptions will be experienced in the Social Locality, specifically along Canyonleigh Road. The geographical extent of the cumulative impact is across the Social Locality but will be primarily experienced on the Canyonleigh Road in proximity of the Project, Wattle Creek Solar Farm and BESS and Marulan Gas Fired Power Station, mainly impacting residents of SA1 1154023.
Duration	The impact will mainly be felt during the Construction Phase, which is expected to last 18 months, and to a minimum extent during operations, which is anticipated to be a minimum of 30 years. The decommissioning period is approximately six months, and it is anticipated to generate a similar level of traffic to the construction stage.
Severity	The TIA considered surrounding SSD projects and identified that the current road network has adequate capacity to handle the additional construction traffic. Construction traffic does have the potential to impact upon stakeholders through delays due to congestion, the potential for traffic accidents, and increased road surface deterioration. However, it was found that the road network is able to accommodate the traffic generated by the Project during the construction period. For traffic during decommissioning, there is currently limited visibility as to the capacity of the road network in approximately 30 years' time. There is the potential for additional road upgrades to have occurred, but also for other projects to occur within the Social Locality that may influence the degree of change experienced.
Sensitivity	There is a possibility that vulnerable groups who direct and / or indirectly use the roads (i.e. elderly, emergency services, youth, etc.) may be affected.
Level of Interest	Stakeholders voiced concern about traffic related impacts during the construction phase, specifically about an increase in heavy vehicle traffic and the wear and tear of local roads and therefore may also be concerned during decommissioning.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-11**.

TABLE 6-11 IMPACT SIGNIFICANCE TRAFFIC AND ROADS

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Major	Possible	High	Moderate	Possible	Medium
Operation	Minor	Unlikely	Low	Minor	Unlikely	Low

6.3.3 IMPACTS ON THE ENVIRONMENT AND BIODIVERSITY

Impact overview

The Project has potential to disturb biodiversity and the environment of its surroundings, which may cause implications for the population of the Social Locality, e.g. through a feeling of loss, effects on health and wellbeing, access to resources and ecosystem services, or cultural disruptions.

NSW SIA Categories

Surroundings.

Affected Stakeholders

Surrounding communities; Neighbours.

Findings

Engagement findings: Effects on the natural environment was identified as a main stakeholder concern during an online survey in July / August 2024 and the natural environment is highly valued in the local area.

Matters of National Environmental Significance (MNES) Report: A MNES Report was prepared to assist the Applicant in developing and submitting a referral under the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act). A total of six observations were undertaken in 2024-2025, including rapid vegetation assessments, Biodiversity Assessment Method (BAM) plots, scattered and Hollow Bearing Tree (HBT) assessments, habitat quality assessments and targeted threatened species surveys. Two native Plant Community Types (PCTs) were identified, although native vegetation present is generally described as 'degraded' with agricultural pressures present. Additionally, two EPBC Act listed threatened entities were recorded and six EPBC Act listed threatened fauna and flora species were identified as being likely to occur. Project design refinements were therefore undertaken following seasonal surveys to support impact avoidance and minimisation outcomes. As refinement of the proposed Development Footprint and / or mitigation measures cannot completely avoid impacts on MNES habitat values, a referral will be required.

Biodiversity Development Assessment Report (BDAR): A BDAR (Appendix G of the EIS) was prepared in accordance with the BAM 2020 and has assessed the potential impacts of the Project on threatened species. The Project is anticipated to have prescribed impacts as outlined below:

- Impacts on the habitat of threatened entities, within:
- Karst, caves, crevices, cliffs, rocks and other geological features of significance; and
- Non-native vegetation.
- Impacts to habitat connectivity;
- Impacts on water quality, water bodies and hydrological processes; and
- Vehicle strikes.

Recommended mitigation measures include a CEMP, TMP, Biodiversity Management Plan (BMP), and an Erosion and Sediment Control Plan (ESCP). A biodiversity offset strategy is also under development.

Summarising, engagement results show that stakeholders connect to their natural environment and that they are concerned that the Project may have an impact on it. Studies have further specified what those impacts may be and suggest several measures to mitigate them.

Management and Mitigation

To address the impacts on the environment and biodiversity associated with the Project, the following management measures will be adopted:

- **Implementation of a SEP** tailored to the Operation Phase of the Project, a SEP will be important to facilitate stakeholder appropriate, transparent, and meaningful engagement;
- **The grievance mechanism** should be maintained throughout the life of the Project to manage concerns that may arise during operational activities; and
- **Develop and implement management plans as suggested in the BDAR**, including CEMP, TMP, BMP, and an ESCP, which will include specific mitigations for the Project, and may include:
 - System and operational monitoring;
 - Site management and maintenance responsibilities;
 - Implement erosion control measures to prevent soil erosion and runoff;
 - Biosecurity management (including pest control and weed management);
 - Emergency Response Plan; and
 - Waste Management Plan.

Impact Significance

A summary of the impact assessment characteristics for impacts on the environment and biodiversity is provided in **Table 6-12**.

TABLE 6-12 IMPACT SIGNIFICANCE ENVIRONMENT AND BIODIVERSITY

Impact Characteristics	Key Finding
Extent	Impacts are mostly at the local level with direct impacts to Neighbours, with indirect impacts experienced by the Surrounding Communities.
Duration	The impact will mainly be felt during the Construction Phase, which is expected to occur over an 18-month period.
Severity	Impacts will be most acutely experienced by Neighbours.
Sensitivity	Most of the impacts likely to be experienced by Neighbours.
Level of Interest	Environmental and biodiversity concerns were expressed by stakeholders during engagements and stakeholders value their natural environment.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-13**.

TABLE 6-13 IMPACT SIGNIFICANCE ENVIRONMENT AND BIODIVERSITY

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Moderate	Likely	High	Moderate	Possible	Medium
Operation	Moderate	Possible	Medium	Minimal	Possible	Low

6.3.4 DISRUPTION TO AGRICULTURAL PRACTICES

Impact overview

The Project has potential to disrupt agricultural practices because of the Project construction.

NSW SIA Categories

Livelihoods.

Affected Stakeholders

Neighbours.

Findings

Engagement findings: Comments were provided on the Project's use of quality farmland, and tranquillity, the natural environment and the farming sector were found to be most valued in the local area through an online survey in April to July 2025.

Land and Agricultural Impact Assessment (LAIA): As part of the LAIA, a Land Use Conflict Risk Assessment (LUCRA) was conducted (refer to Appendix J of the EIS) to identify and assess the potential for land use conflict to occur between neighbouring land uses. This identified that, following implementation of proposed risk reduction measures, there are three potential land use conflicts that may require further management: sedimentation and run-off, increased bushfire risk, and decreased biodiversity / biosecurity. For these, the Project will implement mitigation measures. The negative impact of the lost agricultural production is minimal given the existing environment is rated at a very low agricultural potential.

Economic Impact Assessment (EIA): Low agricultural potential is confirmed in the EIA (Appendix R of the EIS), which states that the negative impact of the lost agricultural production is minimal given the existing environment is rated at a very low agricultural potential.

Cumulative impacts: The LAIA considers cumulative impacts to be negligible due to the scale and nature of the agricultural industries within the region.

Summarising, stakeholders raised concerns about the Project's use of quality farmland, studies found no evidence of significant negative impacts on agricultural practices.

Management and Enhancement

The Project will adopt the following management measures:

- Implementation of the **mitigation measures as outlined in the LAIA**.
- **The grievance mechanism** should be maintained throughout the life of the Project to manage concerns that may arise during operational activities.

Impact Significance

A summary of the impact assessment characteristics for the disruption of farming practices is provided in **Table 6-14**.

TABLE 6-14 IMPACT CHARACTERISTICS DISRUPTION OF FARMING PRACTICES

Impact Characteristics	Key Finding
Extent	This impact would be felt by landowners (X-Elio will be the landowner of the Project Area) and neighbouring and proximate landowners.
Duration	The impact will mainly be felt during the Construction Phase, which is expected to occur over an 18-month period.
Severity	The Project is unlikely to create major changes due to its size, nature, and the nature of current land and agricultural activities.
Sensitivity	Although the impact is expected to be low, stakeholders value the agricultural character of their region and have shown appreciation for the farming sector.
Level of Interest	Comments were raised as the Project's compatibility with local land use and agricultural practices was discussed with the local community.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-15**.

TABLE 6-15 IMPACT SIGNIFICANCE DISRUPTION FARMING PRACTICES

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Minor	Possible	Medium	Minor	Unlikely	Low
Operation	Minor	Unlikely	Low	Minimal	Unlikely	Low

6.4 ACCOMMODATION AND WORKER INFLUX

The social impacts associated with the influx of workers during the Construction Phase include the potential increase in demand for short and long-term accommodation (refer to **Section 6.4.1**) and the potential increase in demand for services and recreational facilities (refer to **Section 6.2.2**).

6.4.1 INCREASED DEMAND FOR SHORT- AND LONG-TERM ACCOMMODATION

Impact Overview

The arrival of workers during the Construction Phase is likely to heighten demand for both short-term and long-term accommodation within the Social Locality. Without suitable measures to manage this influx, significant pressure may be placed on long-term housing markets, particularly in regions with low rental availability, intensifying existing shortages and contributing to escalating rental prices. These conditions may result in increased cost-of-living pressures and shifts in the local demographic, potentially prompting out-migration from the area.

The reduction of both short- and long-term accommodation options is also more likely to disproportionately affect vulnerable groups within the Social Locality, such as elderly residents, individuals experiencing financial hardship, and those with limited disposable income. A shortage of short-term housing may hinder the ability of family and friends to stay nearby during extended visits to elderly relatives, potentially leading to reduced visitation and heightened risks of social isolation. Likewise, limited access to affordable short-term rental options could discourage transient residents from settling in the area, further impacting local social dynamics.

Potential decline in STA availability may, if not managed well, have adverse effects on tourism operations in the Social Locality, as fewer lodging options could constrain the ability of these ventures to serve incoming visitors. This reduction may lead to revenue loss for local and regional businesses reliant on a steady influx of tourists. In turn, these businesses may struggle to sustain operations and contribute meaningfully to the local economy. A weakened tourism sector can compromise the long-term viability of associated enterprises and erode the social cohesion of the community.

Compounding these issues, additional SSD projects and increased regional development may further strain short- and long-term accommodation supplies, as more workers are introduced into the Social Locality.

Effectively housing large construction workforces in regional areas presents a complex challenge, requiring a dual focus on mitigating adverse socio-economic impacts while maximising benefits for diverse stakeholders. Achieving fair and inclusive outcomes for all groups calls for proactive collaboration and communication among local governments, STA providers, existing housing owners and tenants.

NSW SIA Categories

Livelihood; Community; Way of Life; Accessibility.

Affected Stakeholders

Local / Regional Businesses; Visitors to the Region; Surrounding Communities.

Findings

Engagement findings: Concerns about the lack of housing for construction workers were provided during engagement activities.

Local employment target: The Project is anticipated to have an expected construction workforce of approximately 70 workers, with 100 FTE personnel at peak construction. As a 20% local employment target has been proposed by the Applicant, the number of local workers proposed to be employed by the Project is approximately 14 FTE (20 at peak). Accordingly, if this target is met, a minimum of 56 workers (and 80 at peak construction) would need to be employed on DIDO / FIFO arrangements, and be housed within the Social Locality, contributing to a temporary increase of the total population of the Social Locality. If the 20% local workforce target is not met, this temporary population increase within the Social Locality will be more pronounced and would increase the need for non-local workers.

Location and suitable regional centres: The Project is located at approximately 19.8 km travel distance from Marulan UCL, and within a safe driving distance of Bundanoon UCL, Goulburn UCL and Bowral – Mittagong SUA. These towns would be the most appropriate locations for construction workforce accommodation given that they are in close proximity from the Project Area, with some of them regional centres and together able to support a larger number of workers than other surrounds. Non-local workers may also reside in other cities of the Social Locality, namely Yass and Canberra. Due to their long driving distances, shuttle buses will be provided to and from the Project Area, reducing the need for employees based in Yass or Canberra to drive before and after their shifts. For this reason, an assessment has conservatively been undertaken assuming that all non-local workers (approximately 80 FTE at peak construction) will need accommodation locally. Refer to **Appendix D** of the SIA for further details.

Income and housing: Vulnerability was detected in relation to income and housing with household incomes consistently below the State average. This can cause stress and anxiety amongst households, making them more sensitive to change. At the same time, unemployment rates were considerably lower than the State average across the Social Locality.

Rental and mortgage stress: The Social Locality shows a rise in mortgage / rental stress. Increases in mortgage / rental stress can be caused by decreases in income, unaffordable housing prices leading to over-leveraged new mortgages and interest rate increases for variable rate mortgages and are an additional factor for stress and anxiety in relation to housing, increasing the population's vulnerability.

House ownership: At the same time, the percentage of houses owned outright are significantly higher than the State (31.5%) at most locations of the Social Locality, which indicates that at least a part of the population has some financial security and could experience a sense of resilience, although this may not be felt evenly amongst the

population. Home ownership also indicates a population that is dedicated to the local region, invested in its future, and committed to what is happening locally.

Rental affordability: Rental affordability in the towns of the Social Locality range between moderately to severely unaffordable rents, with only Goulburn and Canberra stated as moderately unaffordable and the other locations scoring below that rating.

STA: The total available accommodation across the Social Locality is 8,380 rooms, in at least 136 STA (refer to **Appendix D** for further details). Overlapping construction periods of other developments may increase challenges for the Project as they may compete for accommodation options.

Accommodation availability: Based on all available information on STA, private housing stock, and private rental accommodation, the WAP (**Appendix D** of the SIA) provides an overview of the expected total number of available rooms in the Social Locality. The overview includes the estimated availability for each accommodation type and the estimated percentage range of the peak non-local workforce. It should be noted that this overview is conservatively drawn on a worst-case scenario where several projects have their peak construction timed simultaneously.

EIA: The baseline findings are further supported by the findings from the EIA which indicates that substantial housing pressures in the LGA can be further impacted with a change in the size of the resident population due to arrival of influx workers. With the existing low rental vacancy, an influx of workers from outside the region can result in further housing pressures and crowding out of lower income tenants.

Given the small number of employees during the Operational phase of the Project, there is unlikely to be any crowd out of housing or adverse impacts on the rental market attributable to this Project.

Cumulative impacts: Cumulative regional population changes driven by cumulative regional employment growth will increase demand for short-term and long-term accommodation. The impacts can be increases in housing prices and rents, and shortages of STA that might otherwise be used for tourism or other purposes.

Where non-local workers are employed by nearby SSD projects (refer to **Table 6-1**) they will need to be accommodated within the surrounding towns and / or in a project-specific temporary workforce accommodation camp, dependent upon the accommodation strategies employed by each project. This cumulative worker influx has the potential to place additional temporary pressure on the short and long-term accommodation markets within the Social Locality.

The EIA states that the influx of new residents to the region will increase the need for accommodation. Regional NSW has a vacancy rate of below 3% in 2022 (NSW Planning 2022) revealing a rental market already under pressure. Beyond the formal rental market, availability of short-term rentals (e.g. Airbnb) may alleviate some of the housing pressures. In the absence of building temporary housing, it is likely that there will be an increase in housing pressure when new residents enter the region. This could lead to increased rents and the crowding out of lower income tenants (Refer to Appendix R of the EIS).

Workforce Accommodation Plan (WAP): A WAP was developed to assess the Project's accommodation options in preparation of a Workforce Accommodation Management Plan (WAMP). The WAP provides an overview of the recommendations to accommodate non-local workers, based on scenarios in relation to how the Project's accommodation options may potentially have an impact on its surrounding communities. Based on the peak construction period of the Project, usage of STA is considered a high priority, whilst usage of private rental and privately owned housing through a housing registry are considered low priority due to their potential negative impacts. The Project does not anticipate providing any temporary workers accommodation camp (or similar).

Summarising, there are several locations within the Social Locality which could be used as locations for construction workforce accommodation. Out of these, Canberra offers by far the most accommodation options. Smaller towns, particularly those with higher median age and declining population growth, provide less accommodation options and may be more sensitive to workers influx. Shuttle busses will be provided to and from the Project Area to minimise travel time and to avoid workers based in Yass or Canberra undertaking lengthy drives before and after their shifts.

Substantial housing pressures are identified across the Social Locality, including vulnerability due to below average household incomes, a rise in mortgage / rental stress experienced by the local community, as well as low availability of housing options. Usage of rental housing and private housing stock would therefore increase anxiety and stress whilst STA could potentially come with positive impacts as further outlined in the WAP. Overlapping construction periods of other developments create additional challenges for the Project's accommodation and could lead to increased rents and the crowding out of lower income tenants.

Management and Mitigation

To address the potential increase in demand for short and long-term accommodation because of worker influx during the Construction Phase, the Project will adopt a suite of management measures comprising:

- **Integrate key recommendations of the WAP in a LEP for the Project:** The LEP is to include measures to encourage and set targets for local employment for the EPC Contractor;
- **Appoint a Dedicated Accommodation Coordinator** during peak construction to prevent long-term harm to tourism from short-term worker housing impacts. The

Accommodation Coordination position may be allocated to support both X-Elio projects: Canyonleigh BESS and Willavale BESS.

- **Continue to engage with Goulburn Mulwaree Council** to understand pressures experienced in relation to worker influx and accommodation;
- Engage with the proponents of the relevant solar, wind and BESS projects in the immediate surrounds to ascertain an understanding as to their construction periods and potential options to manage population influx and pressures on short and long-term housing and accommodation within the wider region;
- **Develop a detailed WAMP for the Project that will:**
 - Monitor the available accommodation options in the Social Locality;
 - Consult with Council and proponents of nearby SSDs regarding potential sites and options to co-locate a temporary workforce accommodation camp;
 - Prioritise local accommodation options, where available and practical;
 - Investigate the feasibility of providing shuttle buses to and from the Project site for workers residing in more distant townships, such as Yass and Canberra;
 - Investigate local and regional community social media options to disseminate information to local accommodation operators and rental property owners, such as construction timing, workforce estimates and accommodation requirements;
 - Require ongoing contact with local accommodation operators to provide Project information such as construction timing, workforce estimates and accommodation requirements;
 - Provide a register of local accommodation options and contact details to contractors and subcontractors;
 - Provide and maintain register of local property owners who have expressed interest in offering dwellings for rent, with the intent to provide to the EPC Contractors and subcontractors;
 - Include a requirement to review workforce predictions during construction to ensure that accommodation requirements are met; and
 - Identify any overlaps with peak demand periods for accommodation and engage with key stakeholders.
- **Stipulate ongoing consultation with local property owners and accommodation providers** to manage occupancy and maximise use of local accommodation, without preventing its use for major event and holiday purposes; and
- **Develop and implement a Worker Code of Conduct** to mitigate the potential for increased anti-social behaviour or crime that may potential arise from an increased number of FIFO / DIDO workers. The Worker Code of Conduct should include, at a minimum:
 - Principles of behaviour: Guideline for appropriate behaviour that apply to interactions with all workers whether at work or out of work;

- Anti-harassment, bullying and discrimination: Sets out the provisions for appropriate conduct, and outlines potential consequences of breach to these provisions;
- Work health and safety: Requires that all workers understand their obligations to comply with the relevant work health and safety procedures and legislative requirements;
- Develop and implement a SEP, inclusive of the various stakeholders relevant to the WAMP; and
- Develop and implement a grievance mechanism to ensure that concerns / complaints raised by stakeholders are identified and acted upon.

Impact Significance

A summary of the impact assessment characteristics related to the potential increase in demand for short and long-term accommodation is provided in **Table 6-16**.

TABLE 6-16 IMPACT CHARACTERISTICS HOUSING AND ACCOMMODATION

Impact Characteristics	Key Finding
Extent	The affected stakeholders are likely to be residents of the towns and regional centres in the Social Locality, as well as visitors to the region. Cumulative impacts extend to short and long-term accommodation markets across the Social Locality and the wider region.
Duration	The period of influx and pressure on short and long-term accommodation will be time limited to the Construction Phase, which is expected to last 18 months. Given the pipeline on renewable energy projects, the timeframe for cumulative impact is anticipated to be far longer.
Severity	Severity of the impact is mainly linked to the cumulative nature of the impact with potential of worker influx to outstrip supply, resulting in a high degree of change in the towns and regional centres of the Social Locality.
Sensitivity	The ability for the local community to adapt to the increase in demand for short and / or long-term accommodation will be difficult and impact their ability to afford, rent and / or own housing. In addition, vulnerable groups will be most impacted, including those facing financial hardship, housing instability, or with lesser disposable incomes.
Level of Interest	Accommodation pressure is a known concern within the Social Locality due to the arrival of several renewable projects.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-17**.

TABLE 6-17 IMPACT SIGNIFICANCE HOUSING AND ACCOMMODATION

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Moderate	Likely	High	Minor	Likely	Medium
Operation	Minor	Unlikely	Low	Minimal	Very unlikely	Low

6.4.2 INCREASED DEMAND FOR SERVICES AND RECREATIONAL FACILITIES

Impact Overview

The arrival of workers may put added pressure on recreational amenities, as heightened demand for leisure options could stretch available resources and limit access for the existing community. Such increased usage may result in overcrowding, longer wait times, and diminished recreational experiences, potentially causing frustration and dissatisfaction among residents. These impacts can affect overall community well-being. The influx of workers associated with various SSD initiatives in the Social Locality and broader region introduces further strain on services and recreational infrastructure.

NSW SIA Categories

Accessibility; Way of Life; Health and Wellbeing.

Affected Stakeholders

Aboriginal Communities; Surrounding Communities; Neighbours.

Findings

Engagement findings: Stakeholders have expressed concerns in relation to workers influx, including concerns about cumulative impacts and that there is no consultation between projects.

Social infrastructure: The following baseline findings relate to impacts linked to an increased demand for services and recreational facilities:

- *Community and recreational services:* The Social Locality is well provided with services. Canberra-Queanbeyan SUA, Goulburn UCL and Bowral-Mittagong SUA provide the greatest range of community and recreational services to support the Project workforce, whilst other towns have less offerings and may be more prone to pressure on these services in case the Project will use them for its workforce;
- *Health facilities:* The Social Locality provides a wide range of health services, including 24-hour emergency services, and mental health services in Goulburn UCL and Bowral-Mittagong SUA. There are also several hospitals located in the Social Locality, including three in Canberra. However, health conditions in the nearby towns are below the State's average, which suggests a larger demand for health services.

Vulnerable groups such as Indigenous communities may especially be prone to negative impacts on health services;

- *Educational facilities:* The Social Locality is relatively well serviced with educational facilities, although the Social Locality is indicated as a 'childcare desert', which means that children compete for childcare placement. Canberra-Queanbeyan SUA, followed by Goulburn UCL and Bowral-Mittagong SUA provide most educational facilities, including tertiary facilities, which may provide options for the Project to provide skills training and funding opportunities, and support the needs of the Construction workforce and their families.
- *Community events and festivals:* If the peak construction workforce overlaps with a key event (refer to Section 5.9.1 Table 5-14), the level of demand and resultant pressure on these services and recreational facilities will be further increased, especially when coinciding with key events such as Skyfire in Canberra-Queanbeyan SUA, which is said to attract over 130,000 visitors, and the Tulip Time Festival in Bowral-Mittagong SUA, which is said to attract over 60,000 visitors.

Cumulative impact: The public and private health services within the Social Locality will be used by Project workers during the Construction Phase, when required. There is possibility that other SSD projects will place additional strain on these health services through potential overlap of construction periods. In doing so, accessibility for community members (including vulnerable groups, such as the elderly, youth and Indigenous peoples) will be further reduced.

The cumulative extent of worker influx may also increase demand on recreational facilities within the Social Locality, which may negatively impact recreational experiences due to overcrowding and limitations of accessibility. These negative experiences will ultimately impact on the health and well-being of local residents.

Additionally, the economic assessment states that an increase in the resident population and reduction in unemployment, coupled with housing pressure can lead to an increase in prices as demand for goods and services increases. The interconnectedness of the broader region will mitigate this to an extent, allowing for price pressures to ease across a wider geographic footprint. Further, the increase in new residents is foreseeable and will likely lead to increases in the supply of goods and services to meet demand. Prices in these situations tend to adjust quickly and any price increases are likely to be temporary (Refer to Appendix R of the EIS).

Summarising, the Social Locality is well provided with services, including emergency health services, but these may increasingly be needed due to an aging population and a community with below average health conditions. Educational facilities are also available for skills training. The cumulative extent of worker influx may also increase demand on recreational facilities within the Social Locality as well as an increase in prices as demand for goods and services increases.

Management and Mitigation

In order to address the increased demand for services and recreation facilities as a result of worker influx during the Construction Phase, the Project will adopt a suite of management measures comprising:

- **Continue to engage with Goulburn Mulwaree Council** to understanding pressures experienced by the townships in relation to worker influx and accommodation;
- **Continue to engage with relevant health** (e.g. hospitals, medical clinics, etc.) **and emergency services** (e.g. ambulance, police, fire brigade, State Emergency Service (SES), etc.) to understand strains and design measures to mitigate strain on local services;
- **Engage with the proponents** of the relevant solar, wind and BESS projects in the immediate surrounds to ascertain an understanding as to their construction periods and potential options to manage population influx and pressures on social infrastructure, services and recreational facilities within the wider region;
- Develop and implement a SEP; and
- **Develop and implement a grievance mechanism** to ensure that concerns / complaints raised by stakeholders are identified and acted upon.

Impact Significance

A summary of the impact assessment characteristics related to the increase in demand for services and recreational facilities is provided in **Table 6-18**.

TABLE 6-18 IMPACT CHARACTERISTICS DEMAND FOR SERVICES AND FACILITIES

Impact Characteristics	Key Finding
Extent	Stakeholders in the Social Locality may be impacted by increased pressure on social and emergency services resulting from the 70 (100 at peak construction) expected workers, of which approximately 80% are non-local workers. Cumulative impacts would extend to townships and regional centres across the Social Locality as well as the wider region.
Duration	The period of influx and pressure on services and facilities will be time limited to the Construction Phase, which is expected to occur over an 18-month period. Given the pipeline on renewable energy projects, the timeframe for cumulative impact is anticipated to be far longer.
Severity	Existing social and emergency infrastructure appears to have capacity to service the workforce required for the Construction Phase.
Sensitivity	Vulnerable groups will be most impacted, including those requiring access to medical services, social infrastructure, and recreational opportunities.
Level of Interest	Pressure on services due to the influx of construction workers is a known concern within the Social Locality and wider region, and concerns were raised during engagement activities.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-19**.

TABLE 6-19 IMPACT SIGNIFICANCE DEMAND FOR SERVICES AND FACILITIES

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Moderate	Likely	High	Minimal	Likely	Low
Operation ²¹	/	/	/	/	/	/

6.5 LAND USE AND LANDSCAPE

A variety of land use and landscape related impacts were raised during stakeholder engagement, reflecting similar concerns voiced across renewable energy projects in other regions of NSW and Australia.

6.5.1 PERCEIVED IMPACTS TO LAND VALUES

Impact Overview

Perceived potential impacts to neighbouring land values resulting from altered rural character because of the Project.

NSW SIA Categories

Livelihoods; Health and Wellbeing; Decision Making Systems

Affected Stakeholders

Neighbours; Surrounding Communities; Aboriginal Communities

Findings

Engagement findings: Comments were made by stakeholders during engagement activities about the Project's potential impact on neighbouring property prices.

Existing literature: Current literature analysing the effect of renewable energy developments on property values provides three key findings (Brinkley and Leach, 2019; Abashidze and Taylor, 2022):

- *Mixed outcomes:* The effect of renewable energy developments on property values suggests mixed outcomes for properties based on their underlying land use;
- *Landscape change:* There is ongoing debate regarding whether the landscape changes outweigh the positive effects of increased economic activity and benefit sharing; and

²¹ With approximately four to five direct jobs during operations, with all employees expected to reside in the region (Refer to Appendix R of the EIS), this impact is deemed negligible during the Project's Operation Phase.

- *Agricultural Productivity:* Land values for agricultural properties are closely linked to productivity, with higher productivity enhancing land valuation due to increased economic returns.

EIA: In connection to the existing literature on agricultural productivity, the EIA states that during the construction phase agricultural production on the construction site will be disrupted, with potentially minor impacts also anticipated on neighbouring properties. The Project has proposed to work with neighbours to minimise any disruption. Based on the assessment the economic benefits of the Project will outweigh the loss of agricultural production. The EIA does not further elaborate on property prices and potential impacts on the value of land.

Summarising, stakeholders have commented on the Project's potential impact on neighbouring property prices. Existing literature suggests mixed outcomes for properties based on their underlying land use, highlighting that the impact on property prices and land value will likely depend on the underlying land use. Considering the Project's size and low-profile during operation, this impact is expected to be limited.

Management and Mitigation

To minimise perceived land devaluation impacts associated with the operation of the Project, the following management and mitigation measures will be adopted:

- **Development and implementation of the SEP** to ensure ongoing engagement and understanding of stakeholders' comments and concerns; and
- **Develop and implement a grievance mechanism**, so that community concerns can be identified and actively managed.

Impact Significance

A summary of the impact assessment characteristics linked to impacts to land values is provided in **Table 6-20**.

TABLE 6-20 IMPACT CHARACTERISTICS LAND VALUES

Impact Characteristics	Key Finding
Extent	The perceived impact is limited to individuals in close proximity to the Project and the Project's size is relatively small.
Duration	The duration of the Project is anticipated to be minimum 30 years. However, the perception of this impact is not likely to persist for the life of the Project.
Severity	A literature review suggests mixed outcomes on property devaluation of Neighbours.
Sensitivity	The Project Area and immediate surrounds compromise of agricultural practices including grazing native vegetation, grazing modified pastures, some plantation forests, and cropping and irrigated cropping. Rural residential properties are dotted throughout agricultural lands. This means that there is limited proximity to property types likely to be affected by this impact.
Level of Interest	There were comments about property values by stakeholders who perceived the change in rural character to negatively impact property values.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-21**.

TABLE 6-21 IMPACT SIGNIFICANCE LAND VALUES

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Moderate	Possible	Medium	Minor	Unlikely	Low
Operation	Moderate	Possible	Medium	Minimal	unlikely	Low

6.5.2 ALTERED RURAL CHARACTER (VISUAL AMENITY)

Impact Overview

Altered rural character and concerns about the Project's aesthetics has the potential to cause stress and anxiety amongst the local community.

NSW SIA Categories

Surroundings; Health and Wellbeing.

Affected Stakeholders

Neighbours; Surrounding Communities; Aboriginal Communities.

Findings

Engagement findings: Visual impact is a common concern among communities regarding the development of renewable energy projects, particularly in rural areas, with stakeholders raising similar concerns in comparable projects and locations. However, visual impact was generally considered minimal at the Project's location.

Land Character and Visual Impact Assessment (LCVIA): The LCVIA (refer to Appendix K of the EIS) states that the Project can be undertaken without impacting the existing landscape character of the area and with little to no impact on nearby public and private viewing locations. Its viewpoint assessment determined that there are limited opportunities to view the Project from publicly accessible land and roads, with one viewpoint resulting in 'low' visual impact and all other viewpoints resulting in a 'very low' visual impact rating. Further assessment using photomontages and wireframes demonstrated that generally where opportunity to view the Project may exist, a combination of existing vegetation and topography minimises the extent of view impacted. Additionally, to determine potential landscape character impacts, an assessment was performed and found that the dominant landscape character of the area includes modified pastures predominantly for grazing interspersed with intermittent vegetated hills and ridge lines. The assessment determined that due to the surrounding vegetation and undulating topography, views toward the Project are limited. As a result, the Project is not likely to impact the existing character of the Social Locality or modify the key landscape features.

Cumulative impact: Three large scale energy projects were identified within 2.5 km of the Project, namely Marulan Substation, Marulan Gas fired Power Station, and Wattle Creek Solar Farm. The results of the public and private viewpoint assessment revealed that visual impacts from the Project are limited to a small section of Canyonleigh Road, directly adjacent to the Project. Due to the location of the nearby projects, the cumulative impacts are also localised in this small stretch of Canyonleigh Road. The dense vegetation and undulating topography assist in fragmenting or screening the energy projects from the majority of the surrounding private receptors and from the majority Canyonleigh Road. Due to these existing screening elements, the cumulative visual impacts are Low, beyond the small area of Canyonleigh Road immediately adjacent to the cluster of Projects. (Refer to Appendix K of the EIS).

Summarising, the Project's visual impact is generally considered minimal by stakeholders, and this has been confirmed by the LCVIA.

Management and Mitigation

In order to minimise the real or perceived visual impacts associated with the Project, and the resultant impact on stakeholders, the following mitigation measures will be adopted:

- **The implementation of a SEP** will be important to facilitate stakeholder appropriate, transparent, and meaningful engagement. Especially ongoing consultation with Neighbours to provide screen planning to manage the visual impact from neighbouring properties is key to managing this impact. This work may include completion of a localised visual impact assessment where merited;
- Implementation of the recommendations of the LCVIA; and

- **The grievance mechanism** should be maintained throughout the life of the Project in order to manage concerns that may arise during operational activities.

Impact Significance

A summary of the impact assessment characteristics for altered rural character (visual amenity) impacts is provided in **Table 6-22**.

TABLE 6-22 IMPACT CHARACTERISTICS VISUAL AMENITY

Impact Characteristics	Key Finding
Extent	The impact is primarily limited to 12 non-associated dwellings located within 2.5 km of the Development Footprint ²² and six public viewpoints which have a very low to low visual impact.
Duration	The duration of the Project is anticipated to be minimum 30 years.
Severity	The degree of change is considered mild due to the Project's limited to no impact on nearby public and private viewing locations.
Sensitivity	Although the community attaches value to the matter, sensitivity seems low due to expected low impacts.
Level of Interest	Visual impacts are generally not considered a major concern by stakeholders.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-23**.

TABLE 6-23 IMPACT SIGNIFICANCE VISUAL AMENITY

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Moderate	Possible	Medium	Minor	unlikely	Low
Operation	Minor	Possible	Medium	Minor	unlikely	Low

6.5.3 POTENTIAL IMPACT ON TANGIBLE AND INTANGIBLE ABORIGINAL CULTURAL HERITAGE

Impact Overview

Altered landscapes can significantly impact both tangible and intangible Aboriginal heritage. Physical changes can impact sacred and archaeological sites, while disrupting traditional practices and cultural connections.

NSW SIA Categories

²² As per defined in the LVCIA.

Culture; Health and Wellbeing; Decision-making Systems.

Affected Stakeholders

Aboriginal Communities.

Findings

The baseline data provides the following finding related to Aboriginal cultural heritage:

Engagement findings: The ACHAR's preparation included community consultation with the RAPs who expressed interest in the overall Project and no issues with the location were found.

Inclusion of Indigenous people: Baseline data presents that the Social Locality's Indigenous population is growing, and the proportion of the population who identify as Indigenous is mixed, with some locations having larger and others smaller populations than that of NSW (3.4%). The unemployment rate of the Indigenous population in the Social Locality is higher than that of the state but has decreased over time and the median weekly household incomes across the two LGAs are slightly higher than the NSW state average. The Indigenous median age is significantly lower across the board (ranging from 33 to 60 for the general population, compared to a range of 18 to 28 for the Indigenous population), indicating high vulnerability.

Aboriginal Cultural Heritage Assessment Report: The ACHAR was prepared to assess the known and potential Aboriginal values across the Project. It was found that there is:

- One previously registered Aboriginal cultural heritage site located within the Project Area; and
- No new Aboriginal cultural heritage sites were identified within the Project Area.

It states that harm as result of the Project will be overall minimal and not negatively affect the cultural and scientific Aboriginal heritage values across the region. Cumulative impacts as a result of the Project are also considered low.

Management and Mitigation

To manage these potential impacts, ACHAR recommendations are linked to impact avoidance, cultural heritage awareness induction, and unexpected finds procure. To mitigate social impacts related to Aboriginal cultural heritage, the Applicant will:

- Implement recommendations as stated in the ACHAR;
- **Develop and implement a SEP** tailored to Operation Phase of the Project, which will be important to facilitate stakeholder appropriate, transparent, and meaningful engagement; and
- **The grievance mechanism** should be maintained throughout the life of the Project to manage concerns that may arise during operational activities.

Impact Significance

A summary of the impact assessment characteristics associated with the potential impact on tangible and intangible Aboriginal cultural heritage is provided in **Table 6-24**.

TABLE 6-24 IMPACT SIGNIFICANCE ABORIGINAL CULTURAL HERITAGE

Impact Characteristics	Key Finding
Extent	The impact is limited to the Project Area and immediate surroundings for tangible heritage, but the extent of intangible heritage extends to the Aboriginal Country of the Gundungurra peoples.
Duration	The Construction Phase is expected to last for 18 months, and the Operational Phase of the Project is anticipated to be a minimum of 30 years.
Severity	The ACHAR suggests a low likelihood that the Project will impact tangible and intangible Aboriginal cultural heritage.
Sensitivity	Aboriginal Communities are culturally vulnerable to Project impacts that will affect tangible and intangible Aboriginal cultural heritage as they contain important cultural knowledge.
Level of Interest	Aboriginal participation in the heritage assessments has found no issues with the location of the Project.

Based on the findings outlined in this section, the pre-mitigation and post-mitigation impact significance across all relevant project phases is outlined in **Table 6-25**.

TABLE 6-25 IMPACT SIGNIFICANCE ABORIGINAL CULTURAL HERITAGE

Phase	Pre-mitigation			Post-mitigation		
	Magnitude	Likelihood	Impact Significance	Magnitude	Likelihood	Impact Significance
Construction	Moderate	Possible	Medium	Minor	Unlikely	Low
Operation	Minor	Possible	Medium	Minor	Unlikely	Low

6.6 SUMMARY OF SOCIAL IMPACTS

TABLE 6-26 SUMMARY OF SOCIAL IMPACTS

Impact Group	Impact Description	Directly Affected Stakeholders	NSW SIA Categories	Project Phase	Pre-Mitigation/Enhancement			Summary of Mitigation Measures	Post-Mitigation/Enhancement
					Magnitude	Likelihood	Significance		
Stakeholders and Community	Insufficient or ineffective stakeholder engagement	Local community organisations and businesses; Aboriginal Communities; Surrounding Community; Neighbours	Health and Wellbeing; Decision-making Systems; Way of Life; Community	C	Major	Possible	High	- SEP - Grievance mechanism - CBF, with proactive measures to ensure inclusion of vulnerable people - DRP (to be developed 5 years prior to the end of the Project)	Medium
				O	Moderate	Unlikely	Medium		Low
Employment	Increased direct and indirect employment opportunities	Local community organisations and businesses	Livelihoods	C	Positive		Low	- LEP, including working with EPC contractor to achieve maximum local employment targets - Monitor for skills and labour shortages - SEP - Grievance mechanism - Providing on-the-job training programs - Preference hiring contractors - Target for apprenticeships	Medium
				O	Positive		Low		Low
	Potential to create skills and labour shortages	Local community organisations and businesses	Livelihoods; accessibility	C	Moderate	Possible	Medium		Low
Local Disruptions	Changes in social amenity	Neighbours; Surrounding Community	Health and Wellbeing; Livelihood	C	Moderate	Likely	High	- SEP - Grievance mechanism - CEMP	Medium
				O	Moderate	Possible	Medium		Low
	Traffic congestion, community safety and deterioration of road surface conditions	Neighbours; Surrounding Community; Visitors to the Region	Way of Life; Accessibility; Health and Wellbeing; Surroundings	C	Major	Possible	High	- TMP - SEP - Repair/upgrade damaged Council roads - Grievance mechanism - Engage with other proponents on periods of intense road use and disseminate information to stakeholders	Medium
				O	Minor	Unlikely	Low		Low
	Impacts on the environment and biodiversity	Surrounding Community; Neighbours	Surroundings	C	Moderate	Likely	High	- SEP - Grievance mechanism	Medium
				O	Moderate	Possible	Medium		Low
	Disruption of agricultural practices	Neighbours	Livelihoods	C	Minor	Possible	Medium	Implementation of mitigation measures outlined in the LAIA	Low
				O	Minor	Unlikely	Low		Low

Impact Group	Impact Description	Directly Affected Stakeholders	NSW SIA Categories	Project Phase	Pre-Mitigation/Enhancement			Summary of Mitigation Measures	Post-Mitigation/Enhancement
					Magnitude	Likelihood	Significance		
Accommodation and Worker Influx	Increased demand for short- and long-term accommodation	Local/Regional Businesses; Visitors to the Region; Surrounding Communities	Livelihood; Community; Way of Life; Accessibility	C	Moderate	Likely	High	• LEP, with integration of WAP recommendations • Continue engagement with Goulburn Mulwaree Council to understand accommodation pressures • WAMP • Engage with other proponents for potential options to manage pressures • Worker Code of Conduct	Medium
				O	Minor	Unlikely	Low		Low
	Increased demand for services and recreational facilities	Aboriginal Communities; Surrounding Communities; Neighbours	Accessibility; Way of Life; Health and Wellbeing	C	Moderate	Likely	High	• Continue to engage with Goulburn Mulwaree Council to understand pressure on services and facilities • Continue to engage with relevant health and emergency services • Engage with other proponents to understand pressures of services and facilities • SEP • Grievance mechanism	Low
Land Use and Landscape	Perceived impacts on land values	Neighbours; Surrounding Communities; Aboriginal Communities	Livelihoods; Health and Wellbeing; Decision Making Systems	C	Moderate	Possible	Medium	• SEP • Grievance mechanism	Low
				O	Moderate	Possible	Medium		Low
	Altered rural character (visual amenity)	Neighbours; Surrounding Communities; Aboriginal Communities	Surroundings; Health and Wellbeing	C	Moderate	Possible	Medium	• SEP • Implementation of LVCIA recommendations • Grievance mechanism	Low
				O	Minor	Possible	Medium		Low
	Potential impact on tangible and intangible Aboriginal cultural heritage	Aboriginal Communities	Culture; Health and Wellbeing; Decision-making Systems	C	Moderate	Possible	Medium	• Implementation of ACHAR recommendations • SEP • Grievance mechanism	Low
				O	Minor	Possible	Medium		Low

7. MONITORING AND MANAGEMENT FRAMEWORK

This section provides an overview of the recommended monitoring framework for the social impact management measures put in place during the construction and operation phases of the Project. For the post-mitigation impact significant levels to be achieved, as outlined in **Section 6**, the social impact mitigations will need to be monitored in accordance with the framework plan outlined in **Table 7-1** and integrated with the broader Environmental Management Strategy (EMS) to be developed for the Project.

The objectives of monitoring are to:

- Verify the predicted impacts and identify any other impacts that may arise;
- Verify that management measures are being implemented as planned;
- Assess the effectiveness of the management measures; and
- Provide data for any necessary regulatory reporting to the State Government or other internal compliance reporting.

Accordingly, **Table 7-1** identifies the following:

- **Management Goals:** The overarching objective is to minimise the negative social impacts associated with the Project and enhance the positive impacts. As such, specific goals corresponding to each impact have been provided. These can be used to determine whether the management measures have been effectively implemented.
- **Proposed Monitoring Activities:** The monitoring activities proposed will ensure that relevant data is collected (e.g. the performance indicators) during the various phases of the Project to ensure the effectiveness of the management measures.
- **Desired Social Outcome:** Articulate desired social outcomes to measure the social performance of the Project.
- **Performance Indicators:** The indicators provide a mechanism to determine whether the goals have been met.
- **Target:** Provides the aspirational target for performance indicators that have been estimated based on the best available data and assumptions at the approvals stage. These targets may change upon receipt of additional data post-approvals.
- **Monitoring Frequency:** Outlines the period for data collection.
- **Responsible Person:** Assigns the relevant person and / or entity to take charge of the proposed monitoring in order achieve the management goal.

TABLE 7-1 PROPOSED MONITORING FRAMEWORK

Management Goals	Proposed Monitoring Activities	Desired Social Outcome	Performance Indicator(s)	Target	Monitoring Frequency	Responsible Role
<i>Stakeholder and Community</i>						
Insufficient or ineffective engagement	Record queries and complaints received from stakeholders	- Foster trust and transparency by ensuring stakeholders feel heard and that their concerns are addressed promptly and effectively. - Ensure sustainable waste management practices to minimise intergenerational equity associated with long-term environmental impacts.	- Number of complaints relating to reduced community cohesion - Percentage of complaints satisfactorily resolved - Percentage of project materials recycled by approximate weight: panels, metals, cables, inverters and batteries. - Percentage of project materials reused recorded by percentage of units.	90% of complaints resolved 100% of mounting infrastructure to be reused.	Ongoing	Applicant
<i>Employment and Procurement</i>						
Maximise local employment and local procurement	- Record local employment - Record employee retention rate - Ensure major contractors report on local employment - Record the number of training programs undertaken - Report on number of, and value of contracts with local and regional businesses	- Enhance local economic development and community well-being by increasing job opportunities, retain local skills, and building workforce capacity. - Support affected workers by providing fair retrenchment processes. - Stimulate regional economic growth by increasing procurement from local suppliers (notably Tamworth and Armidale).	- Percentage of people from the Region employed by the Project (including contractors) - Number of training programs delivered - Number of apprenticeships involved - Percentage of compliance with redundancy entitlements under the Fair Work Act 2009 - Percentage of local and regional businesses involved in the Project - Percentage of total value of relevant Project expenditure awarded to local and regional businesses	20% local employment 10% of the total project workforce hours to be completed by apprentices, trainees or cadets. 100% compliance	Quarterly	Applicant / EPC / O&M Contractor
Minimise potential for labour and skills shortages	Record queries and complaints received from businesses	Support local business by monitoring skill gaps, particularly those related to the Project.	- Number of local job vacancies in construction-related roles in the Social Locality - Number of applicants for construction roles in the Social Locality	No more than a 5% decrease in the number of applicants on other positions	Quarterly	Applicant / EPC / O&M Contractor
<i>Local Disruptions</i>						
Minimise potential environmental and social amenity impacts (i.e. noise, vibration, dust) on community members.	Record queries and complaints received from stakeholders	Protect the health and well-being and way of life of the local community by proactively managing and addressing environmental and social amenity concerns	Number of complaints	90% resolved	Quarterly	Applicant / EPC Contractor
Minimise potential traffic inconveniences, safety concerns and contributions to road deterioration.	Record queries and complaints received from stakeholders about (cumulative) traffic congestion, road safety, and wear and tear	Ensure community safety and convenience by addressing traffic disruptions, improving road conditions, and responding to related stakeholder concerns	Number of complaints	90% resolved	Quarterly	Applicant / EPC / O&M Contractor
Manage perceived impacts on agricultural practices	Record queries and complaints received from stakeholders	Show support to community values in relation to tranquillity, natural environment and the farming sector.	Number of complaints	90% resolved	Quarterly	Applicant / EPC / O&M Contractor

Management Goals	Proposed Monitoring Activities	Desired Social Outcome	Performance Indicator(s)	Target	Monitoring Frequency	Responsible Role
Accommodation and Worker Influx						
Maximise local employment and minimise potential impacts on accommodation availability, community and emergency services, and community wellbeing.	- Record local employment - Record employee retention rate - Monitor annualised occupancy rates in STA through consultation with local council	Balance local economic opportunities with accessibility and availability of both short- and long-term accommodation to support both workers, businesses and residents	- Percentage of people from the Region employed by the Project - Percentage of workforce accommodated in STA, rental and privately.	20% local employment Occupancy rates in STA remain below 90% annually	Quarterly	Applicant / EPC Contractor
Land Use and Landscape						
Minimise perceived impacts to Land Values	- Track property sales data within a 5km radius - Record number of complaints	- Ensure equitable treatment of surrounding landowners by mitigating negative perceptions - Demonstrate real impacts on land values	Annualised percentage change in average property values using standardized criteria for comparable properties	90% resolved complaints	Annually	Applicant / O&M Contractor
Minimise impacts to visual amenity and rural character.	- Record number of trees planted to fulfil required screening planting mitigations - Record queries and complaints received from stakeholders about visual amenity impacts	Preserve the aesthetic and rural character of the landscape.	- Percentage survival rate of trees planted - Number of complaints	70% reduction in complaints	Annually	Applicant / O&M Contractor
Maximise avoidance of damage, disturbance or interference of Tangible and Intangible Aboriginal Cultural Heritage	- Record number of tangible cultural heritage chance finds - Number of project-related impacts to tangible cultural heritage items. - Record number of complaints received about impacts to intangible heritage	Protect Aboriginal cultural heritage by appropriately managing tangible heritage finds and addressing concerns about intangible heritage impacts	- Percentage of chance finds comply with ACHAR recommendations - Number of project-related impacts to tangible cultural heritage items	100% compliance with ACHAR recommendations No impacts to known cultural heritage items	Annually	Applicant / O&M Contractor

7.1 REPORTING AND AUDITING

In addition to ongoing monitoring, regular audits are to be undertaken by the Project. These audits are to be conducted throughout the construction and operation phases of the Project, will likely be informed by the outcomes of the EIS process and DPHI's conditions of approval and will be updated accordingly.

Audit findings will be reviewed, and where corrective actions are deemed necessary, specific actions (with designated responsibility and timing) will be developed. The focus of these actions will be on achieving the objectives set out in **Table 7-1**, as well as continuous improvement in performance.

A summary of the audit findings is to be reported externally on an annual basis. This will include an evaluation of the objectives set out in **Table 7-1** and any corrective actions that have been developed because of the audit process.

It is recommended that the predicted impacts and corresponding management measures (i.e. Project performance) be internally audited annually and externally audited once every three years. This timeframe may be extended or reduced based on the findings of ongoing audits.

7.1.1 MANAGEMENT OF THE VOLUNTARY PLANNING AGREEMENT

The Applicant is developing a model for community benefit sharing in consultation with Goulburn Mulwaree Regional Council. This may take the form of a Voluntary Planning Agreement (VPA) and/or a CBSF.

The benefit sharing scheme will be developed in line with the Benefit-Sharing Guideline (NSW DPHI, 2024b), which ensures benefit-sharing follows standard practice, is cooperative, transparent, community focused, and proportionate, and delivers a positive outcome.

The community benefit-sharing program is an ongoing conversation, with initial areas of investment identified through engagement with Goulburn Mulwaree Regional Council and the local community. This dialogue will continue prior to the commencement of construction to further refine both the nature and scope of the investment. The applicant is also progressing with the Willavale Park BESS Project in the region and is working closely with the same council to establish a coordinated investment approach, ensuring consistency across benefit-sharing programs. The initiatives are focused on delivering meaningful outcomes for the broader community, with initial main areas of investment summarised in **Table 7-2**.

TABLE 7-2 COMMUNITY ENHANCEMENT FUND DETAILS

Name / region	Details	Total benefit
<i>Construction phase</i>		
Rural Fire Service	Training and Equipment	\$30,000
Pejar Aboriginal Land Council	Occupational training	\$35,000
Marulan Town	Community Group Support	\$24,000
Goulburn Mulwaree Shire	Social Housing Fund	\$320,975
<i>Operational phase</i>		
Commencement Fund	Further funds allocated at the commencement of the operation phase. Allocation will be determined by a needs assessment, which will be completed during the Construction phase.	\$32,704

7.2 ROLES & RESPONSIBILITIES

The Project will be principally responsible for implementation of the management measures and the monitoring activities carried out for the Project. However, there will be instances where data will need to be obtained from a third party, or implementation will require cooperation and involvement of others (e.g. contractors and relevant local stakeholders).

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APPENDIX A TOP OCCUPATIONS AND INDUSTRIES DATA FOR SOCIAL LOCALITY

Location	Key Occupation and Industries
SA1 10105154023 (within Project Area)	• Of the 520 residents in this SA1, there were 236 people who were reported as being in the workforce in the 2021 Census, with 128 people working full-time, 78 people working part-time and 12 people away from work. • The most common occupations in the SA1 included Managers (18.1%), Technicians and Trades Workers (16.4%), Labourers (13.3%), Clerical and Administrative Workers (10.6%), Sales Workers (10.6%), Professionals (9.7%), Machinery Operators and Drivers (9.7%) and Community and Personal Service Workers (8.4%). • Of the employed people in this SA1, 4.0% were working in Other Construction Material Mining. Other industries of employed residents include Floriculture Production (Outdoors) (2.7%), Site Preparation Services (2.7%), Pubs, Taverns and Bars (2.7%) and Correctional and Detention Services (2.7%).
SA1 10105154019 (north of the Project Area)	• Of the 315 residents in this SA1, there were 142 people who were reported as being in the workforce in the 2021 Census, with 83 working full-time, 47 people working part-time and 10 people away from work. • The most common occupations in the SA1 included Managers (23.5%), Professionals (19.9%), Labourers (13.2%), Community and Personal Service Workers (11.8%), Clerical and Administrative Workers (11.8%), Technicians and Trades Workers (10.3%), Sales Workers (6.6%) and Machinery Operators and Drivers (3.7%). • Of the employed people in this SA1, 8.8% were working Hospitals (except Psychiatric Hospitals). Other industries of employed residents include Takeaway Food Services (6.6%), Other Social Assistance Services (5.9%), Road Freight Transport (5.1%) and Management Advice and Related Consulting Services (5.1%).
Goulburn Mulwaree LGA LGA13310	• The most common occupations in Goulburn Mulwaree LGA included Community and Personal Service Workers (14.9%), Technicians and Trades Workers (14.8%), Professionals (14.7%), Labourers (12.2%) and Managers (12.2%). • Of the employed people in Goulburn Mulwaree LGA, 4.5% worked in Hospitals (except Psychiatric Hospitals). Other major industries of employment included Aged Care Residential Services (3.2%), Supermarket and Grocery Stores (3.1%), Takeaway Food Services (2.8%) and Other Social Assistance Services (2.5%).
Wingecarribee LGA LGA18350	• The most common occupations in the Wingecarribee LGA included Professionals (21.5%), Technicians and Trades Workers (15.9%), Managers (15.8%), Clerical and Administrative Workers (11.0%) and Community and Personal Service Workers (10.8%). • Of the employed people in the Wingecarribee LGA, 3% worked in Aged Care Residential Services. Other major industries of employment included Hospitals (except Psychiatric Hospitals) (3.0%), Cafes and Restaurants (2.9%), Secondary Education (2.7%) and Primary Education (2.3%).
Bundanoon UCL UCL115031	• The most common occupations in Bundanoon UCL included Professionals (22.2%), Technicians and Trades Workers (17.5%), Managers (13.8%), Community and Personal Service Workers (12.7%), Clerical and Administrative Workers (11.1%), Labourers (9.1%), Sales Workers (7.1%) and Machinery Operators and Drivers (4.4%). • Of the employed people in Bundanoon UCL 4.1% worked in Cafes and Restaurants. Other industries of employment included Aged Care Residential Services (3.5%), Other Social Assistance Services (3.5%), Supermarket and Grocery Stores (2.7%) and Primary Education (2.7%).
Goulburn UCL UCL112009	• The most common occupations in Goulburn UCL included Community and Personal Service Workers (16.3%), Professionals (15.2%), Technicians and Trades Workers (14.5%), Labourers (12.7%) and Clerical and Administrative Workers (11.4%).

Location	Key Occupation and Industries
	Of the employed people in Goulburn UCL (56.6%), 4.9% worked in Hospitals (except Psychiatric Hospitals). Other industries of employment included Aged Care Residential Services (3.7%), Supermarket and Grocery Stores (3.5%), Takeaway Food Services (2.9%) and Other Social Assistance Services (2.8%).
Marulan (L) UCL UCL121072	- The most common occupations in Marulan (L) UCL included Technicians and Trades (26.0%), Machinery Operators and Drivers (14.6%), Labourers (12.6%), Clerical and Administrative Workers (10.6%), Community and Personal Service Workers (10.3%), Sales Workers (10.0%), Professionals (6.9%) and Managers (6.3%). - Of the employed people in Marulan (L) UCL 4.9% worked in Other Construction Material Mining (4.9%). Other industries of employment included Takeaway Food Services (3.7%), Road Freight Transport (3.7%), Supermarket and Grocery Stores (3.4%) and Ready-Mixed Concrete Manufacturing (2.6%).
Yass UCL UCL 114037	- The most common occupations in Yass UCL included Professionals (18.7%), Technicians and Trades Workers (16.3%), Community and Personal Service Workers (15.3%), Clerical and Administrative Workers (12.8%), and Managers (11.8%). - Of the people employed in Yass UCL, 5.2% worked in Central Government Administration. Other industries of employment included Aged Care Residential Services (4.6%), Primary Education (3.3%), Supermarket and Grocery Stores (3.2%), and State Government Administration (3.0%).
Canberra – Queanbeyan SUA SUA 8001	- The most common occupations in Canberra – Queanbeyan SUA included Professionals (30.6%), Managers (17.7%), Clerical and Administrative Workers (14.7%), Community and Personal Service Workers (10.9%), and Technicians and Trades Workers (9.9%). - Of the people employed in Canberra – Queanbeyan SUA, 16.7% worked in Central Government Administration. Other industries of employment included Defence (5.9%), Computer System Design and Related Services (3.5%), Hospitals (except Psychiatric Hospitals) (3.5%), and State Government Administration (2.7%).
Bowral – Mittagong SUA SUA1006	- The most common occupations in the Bowral – Mittagong SUA included Professionals (21.6%), Technicians and Trades Workers (15.9%), Managers (14.6%), Community and Personal Service Workers (11.1%), Clerical and Administrative (11.0%), Labourers (9.5%), Sales Workers (9.0%) and Machinery Operators and Drivers (5.7%). - Of the employed people in the Bowral – Mittagong SUA, 3.3% worked in Aged Care Residential Services (3.3%). Other major industries of employment included Hospitals (except Psychiatric Hospitals) (3.1%), Cafes and Restaurants (3.1%), Secondary Education (2.9%) and Other Social Assistance Services (2.3%).
NSW Code 1 (STE) (CHECK stats as they are different)	- The most common occupations in NSW included Professionals (25.8%), Managers (14.6%), Clerical and Administrative Workers (13.0%), Technicians and Trades Workers (11.9%), Community and Personal Service Workers (10.6%), Labourers (8.2%), Sales Workers (8.0%) and Machinery Operators and Drivers (6.0%). - Of the employed people in New South Wales, 4.2% worked in Hospitals (except Psychiatric Hospitals). Other major industries of employment included Supermarket and Grocery Stores (2.5%), Other Social Assistance Services (2.4%), Computer System Design and Related Services (2.3%) and Aged Care Residential Services (2.2%).



APPENDIX B SHORT-TERM ACCOMMODATION CAPACITY DATA

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
Bundanoon UCL	1	Name: Bundanoon Country Inn Motel Accommodation Type: Motel	Capacity: 21 Website: Bundanoon Country Inn Motel Accommodation Southern Highlands Address: 2 Anzac Parade, Bundanoon
	2	Name: Bundanoon Garden Retreat Accommodation Type: B&B	Capacity: N/A Website: Microsoft Bing Travel - Bundanoon Garden Retreat Address: 11 Ebury St, Bundanoon
	3	Name: Bundanoon Hotel Accommodation Type: Hotel	Capacity: 44 Website: Bundanoon Hotel Address: 6/18 Erith St, Bundanoon
	4	Name: Osborn House Accommodation Type: Hotel	Capacity: 22 Website: Home Osborn House Est. 1892 Address: 96 Osborn Ave, Bundaboon
	5	Name: Bundanoon Guest House Accommodation Type: Hotel	Capacity: 16 Website: Bundanoon Guest House – Historic guest house in the beautiful southern highlands Address: 10 Railway Ave, Bundanoon
	6	Name: Bundanoon Lodge Accommodation Type: Hotel	Capacity: 6 Website: Bundanoon Lodge Address: 10A Elmswood Ct, Bundanoon
<i>Subtotal</i>	6		109
Goulburn UCL	7	Name: Quest Goulburn Accommodation Type: Hotel	Capacity: 63 Website: Quest Goulburn - Guest Reservations Address: 27 Clinton Street, Goulburn
	8	Name: Willows Motel Goulburn Accommodation Type: Motel	Capacity: 20 Website: Willows Motel - Guest Reservations Address: 1 Day St Corner Long Street, Goulburn
	9	Name: The Abbey Motel Accommodation Type: Motel	Capacity: 27 Website: The Abbey Motel Goulburn Hotel, Goulburn, Australia - Lowest Rate Guaranteed! Address: 55-57 Verner St, Goulburn
	10	Name: Black Sheep Motel Goulburn Accommodation Type: Motel	Capacity: 15 Website: Black Sheep Motel Goulburn - Guest Reservations Address: 7 Joshua St, Goulburn

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
	11	Name: Best Western Plus Goulburn Accommodation Type: Hotel	Capacity: 71 Website: Best Western Plus Goulburn Hotel Goulburn Address: 77 Lagoon Street, Goulburn
	12	Name: Heritage Motor Inn Accommodation Type: Motel	Capacity: 43 Website: Home Heritage Motor Inn Goulburn Address: 69 Sydney Rd, Goulburn
	13	Name: Goulburn Central Motel Accommodation Type: Motel	Capacity: 43 Website: Home - Goulburn Central Motel Address: 120 Auburn Street, Goulburn
	14	Name: Lilac City Motor Inn & Steakhouse Accommodation Type: Motel	Capacity: 28 Website: LILAC CITY MOTOR INN & STEAKHOUSE *** GOULBURN, AUSTRALIA SEASON DEALS FROM \$87 Address: 126 Lagoon Steet, Goulburn
	15	Name: Governors Hill Carapark Accommodation Type: Caravan park	Capacity: 20 Website: Caravan Park Goulburn Governors Hill Carapark Goulburn Address: 77 Sydney Rd, Goulburn
	16	Name: Gordon Hotel Accommodation Type: Hotel	Capacity: 14 Website: Home The Gordon Hotel Address: 96 Union St, Goulburn
	17	Name: Posthouse Motor Lodge Accommodation Type: Motel	Capacity: N/A Website: Goulburn Accommodation - Posthouse House Motor Lodge Address: 1 Lagoon St, Goulburn
	18	Name: Parkhaven Motel Accommodation Type: Motel	Capacity: 15 Website: Parkhaven Motel The Traveller's choice Address: 60 Lagoon St, Goulburn
	19	Name: TAB Exchange Hotel Accommodation Type: Hotel	Capacity: 18 Website: Exchange Hotel Goulburn - Guest Reservations Address: 9 Bradley St, Goulburn
	20	Name: Empire Hotel Accommodation Type: Hotel	Capacity: 9 Website: HOME The Empire Hotel Address: 286 Auburn St, Goulburn
	21	Name: Carlton Suites Goulburn Accommodation Type: Suites	Capacity: 12 Website: Carlton Suites Goulburn – Carlton Suites Address: 258 Sloane St, Goulburn

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
	22	Name: Alpine Heritage Motel Accommodation Type: Motel	Capacity: 45 Website: The Alpine Heritage Motel Goulburn Address: 248 Sloane St, Goulburn
	23	Name: Astor Motel Accommodation Type: Motel	Capacity: 40 Website: Accommodation Food Drinks Astor Hotel Goulburn Address: 93 Auburn St, Goulburn
	24	Name: Tattersalls Hotel Accommodation Type: Hotel	Capacity: N/A Website: Hotel Tattersalls Hotel Goulburn Goulburn Address: 76 Auburn St, Goulburn
	25	Name: Hillview Motel Accommodation Type: Motel	Capacity: 20 Website: HILLVIEW MOTEL *** GOULBURN, AUSTRALIA SEASON DEALS FROM \$67 Address: 2 Cowper St, Goulburn
	26	Name: South Goulburn Caravan Park Accommodation Type: Caravan park	Capacity: N/A Website: South Goulburn Caravan Park Goulburn caravan park 149 Hume Street, Goulburn NSW, Australia Address: 149 Hume St, Goulburn
<i>Subtotal</i>	20		503
Marulan (L) UCL	27	Name: Marulan Motor Inn Accommodation Type:	Capacity: 22 Website: Address: George Street (Off the Hume Highway), Marulan
	28	Name: Terminus Hotel Accommodation Type:	Capacity: 9 Website: Address: 54 George St, Marulan
<i>Subtotal</i>	2		31
Yass UCL	29	Swaggers Motor Inn Accommodation Type: Motel	Capacity: 30 Address: 35 Laidlaw St &, Castor St, Yass NSW 2582
	30	Hamilton Hume Motor Inn Accommodation Type: Motel	Capacity: 30 Address: 9 Laidlaw St, Yass NSW 2582
	31	Yass Motel Accommodation Type: Motel	Capacity: Unknown Address: 40 Laidlaw St, Yass NSW 2582
	32	The Globe Inn Accommodation Type: Inn	Capacity: 5 Address: 70 Rossi St, Yass NSW 2582

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
	33	The Australian Hotel Motel Accommodation Type: Motel	Capacity: Unknown Address: 150 Comur St, Yass NSW 2582
	34	Thunderbird Motel Accommodation Type: Motel	Capacity: 33 Address: 264 Comur St, Yass NSW 2582
	35	Colonial Lodge Motor Inn Accommodation Type: Inn	Capacity: Unknown Address: 2 MacDonald St, Yass NSW 2582
	36	Hi-Way Motor Inn Accommodation Type: Inn	Capacity: 23 Address: 305 Comur St, Yass NSW 2582
<i>Subtotal</i>	8		212
Canberra – Queanbeyan SUA	37	Redbrow Garden Guesthouse Accommodation Type: Guesthouse	Capacity: N/A Address: 1143 Nanima Rd, Murrumbateman, 2582
	38	Belconnen Way Hotel & Service Apartments Accommodation Type: Hotel, serviced apartments	Capacity: N/A Address: 77 Belconnen Way, Hawker, 2614
	39	Mercure Canberra Belconnen Accommodation Type: Hotel	Capacity: 125 Address: 59 Cameron Ave, Belconnen, 2617
	40	Leumeah Lodge Accommodation Type: Hotel	Capacity: 28 Address: 48 O'Hanlon, Pl, Nicholls, 2913
	41	Canberra Parklands Central Apartment Hotel Accommodation Type: Hotel	Capacity: 65 Address: 6 Hawdon Pl, Dickson, 2602
	42	Quality Hotel Dickson Accommodation Type: Hotel	Capacity: 80 Address: Corner Cape & 2 Badham St, Dickson, 2602
	43	Tall Trees Ainslie Motel Accommodation Type: Motel	Capacity: 85 Address: 21 Stephen St, Ainslie, 2602
	44	Pavilion on Northbourne Hotel Accommodation Type: Hotel	Capacity: 156 Address: 242 Northbourne Ave, Dickson, 2602
	45	Adina Serviced Apartments Canberra	Capacity: 128 Address: 45 Dooring St, Dickson, 2602

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
		Accommodation Type: Serviced Apartments	
	46	Mantra MacArthur Canberra Accommodation Type: Hotel	Capacity: 176 Address: 219 Northbourne Ave, Turner, 2612
	47	Deco Hotel Accommodation Type: Hotel	Capacity: 210 Address: 214 Northbourne Ave, Braddon, 2612
	48	Canberra Accommodation Centre Accommodation Type: Hotel	Capacity: 62 Address: 210 Northbourne Ave, Braddon, 2612
	49	Canberra Rex Hotel Accommodation Type: Hotel	Capacity: 123 Address: 150 Northbourne Ave, Braddon, 2612
	50	Madison Capital Executive Apartments Accommodation Type: Serviced Apartments	Capacity: 83 Address: 108 Northbourne Ave, Braddon, 2612
	51	Midnight Hotel Accommodation Type: Hotel	Capacity: 199 Address: 1 Elouera St, Braddon, 2612
	52	Mantra on Northbourne Canberra Accommodation Type: Hotel	Capacity: 177 Address: 84 Northbourne Ave, Turner, 2612
	53	Avenue Hotel Canberra Accommodation Type: Hotel	Capacity: 213 Address: 80 Northbourne Ave, Turner, 2612
	54	Adina Serviced Apartments Canberra Accommodation Type: Serviced Apartments	Capacity: 70 Address: 74 Northbourne Ave, Turner, 2612
	55	Mercure Canbera Accommodation Type: Hotel	Capacity: 129 Address: Corner of Ainslie and Limestone Ave, Braddon, 2612
	56	Quest Canberra Accommodation Type: Hotel	Capacity: 37 Address: 28 W Row, Canberra, 2601
	57	University House Hotel Accommodation Type: Hotel	Capacity: 105 Address: 1 Balmain Cres, Acton, 2601

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
	58	Ovolo Canberra Accommodation Type: Hotel	Capacity: 85 Address: 25 Edinburgh Ave, Canberra, 2601
	59	Peppers Gallery Hotel Accommodation Type: Hotel	Capacity: 80 Address: 15 Edinburgh Ave, Canberra, 2601
	60	QT Hotel Accommodation Type: Hotel	Capacity: 205 Address: 1 London Cct, Canberra, 2601
	61	BreakFree Capital Tower Canberra Accommodation Type: Hotel	Capacity: 46 Address: 2 Marcus Clarke St, Canberra, 2601
	62	The Sebel Accommodation Type: Hotel	Capacity: 144 Address: 16 Provan St, Campbell, 2612
	63	Hotel Kurrajong Accommodation Type: Hotel	Capacity: 147 Address: 8 National Circuit, Barton, 2600
	64	Brassey Hotel Accommodation Type: Hotel	Capacity: 73 Address: Belmore Gardens, Barton, 2600
	65	Hotel Realm Accommodation Type: Hotel	Capacity: 163 Address: 18 National Circuit, Barton, 2600
	66	Rydges Canberra Accommodation Type: Hotel	Capacity: 186 Address: 17 Canberra Ave, Forrest 2603
	67	Forrest Hotel and Apartments Accommodation Type: Hotel and Serviced Apartments	Capacity: 120 Address: 30 National Circuit, Barton, 2600
	68	East Hotel Accommodation Type: Hotel	Capacity: 140 Address: 69 Canberra Ave, Kingston, 2604
	69	Manuka Park Serviced Apartments Accommodation Type: Serviced Apartments	Capacity: 41 Address: 1 Oxley St, Griffith, 2603
	70	Adina Serviced Apartments Kingston Accommodation Type: Serviced Apartments	Capacity: 35 Address: 11 Giles St, Griffith, 2603

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
	71	Pinnacle Apartments Canberra Accommodation Type: Serviced Apartments	Capacity: 97 Address: 11 Ovens St, Kingston, 2604
	72	Knightsbridge Canberra Accommodation Type: Hotel	Capacity: 78 Address: 3 Leichhardt St, Kingston, 2604
	73	Abode Kingston Accommodation Type: Hotel	Capacity: N/A Address: 14 Kennedy St, Kingston, 2604
	74	Oxley Court Serviced Apartments Accommodation Type: Serviced Apartments	Capacity: 30 Address: 9 Dawes St, Griffith, 2603
	75	Ramada Diplomat Accommodation Type: Hotel	Capacity: 68 Address: 2 Hely St, Griffith, 2603
	76	Practically Lakeside B&B Accommodation Type: Guesthouse	Capacity: 1 Address: 14 Turner Pl, Yarralumla, 2600
	77	Jamala Wildlife Lodge Accommodation Type: Hotel	Capacity: 18 Address: 999 Lady Denman Dr, Canberra, 2611
	78	The Statesman Hotel Accommodation Type: Hotel	Capacity: 64 Address: Strangways & Theodore St, Curtin, 2605
	79	Abode Philip Accommodation Type: Hotel	Capacity: 58 Address: 6 Furzer St, Philip, 2606
	80	Abode Woden Accommodation Type: Hotel	Capacity: 151 Address: 10 Bowes St, Philip, 2606
	81	Beltana Farm Accommodation Type: Hotel	Capacity: N/A Address: 14 Beltana Rd, Pialligo, 2609
	82	Vibe Hotel Accommodation Type: Hotel	Capacity: 191 Address: 1 Rogan, St, Canberra, 2609
	83	Canberra Holiday Village Accommodation Type: Caravan Park	Capacity: 50 Address: 250 Canberra Ave, Symonston, 2609

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
	84	Ibis Styles Canberra Accommodation Type: Hotel	Capacity: 208 Address: 203 Goyder St, Narrabundah, 2604
	85	Garden City Hotel Accommodation Type: Hotel	Capacity: 72 Address: 55 Jerrabomberra Ave, Narrabundah, 2604
	86	Kambah Inn Accommodation Type: Motel	Capacity: 12 Address: 2/19 Primmer Ct, Kambah, 2902
	87	Abode Tuggeranong Accommodation Type: Hotel	Capacity: 100 Address: 46 Rowland Rees Cres, Greenway, 2900
	88	Punthill Apartment Hotels Accommodation Type: Hotel and Serviced Apartments	Capacity: N/A Address: 205 Anketell St, Greenway, 2900
	89	Country Plaza Motel Accommodation Type: Motel	Capacity: N/A Address: 147 Uriarra Rd, Queanbeyan, 2620
	90	Crestview Tourist Park Accommodation Type: Caravan Park	Capacity: 78 Address: 81 Donald Rd, Karabar, 2620
	91	Hamilton's Queanbeyan Motel Accommodation Type: Motel	Capacity: 18 Address: 53 Tharwa Rd, Queanbeyan, 2620
	92	Motel Margeurita Accommodation Type: Motel	Capacity: 10 Address: 2 Margeurita Pl, Queanbeyan, 2620
	93	Canberra Ave Villas Accommodation Type: Serviced Apartments	Capacity: 19 Address: 43 Canberra Ave, Queanbeyan, 2620
	94	Crest Motor Inn Accommodation Type: Motel	Capacity: 30 Address: 60 Crawford St, Queanbeyan, 2620
	95	Mid City Motel Inn Accommodation Type: Motel	Capacity: 20 Address: 215 Crawford St, Queanbeyan, 2620
	96	Grand Manor Motel Inn Accommodation Type: Motel	Capacity: 35 Address: 45 Macquoid St, Queanbeyan, 2620

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
	97	River Motel Queanbeyan Accommodation Type: Motel	Capacity: N/A Address: 1 Macquoid St, Queanbeyan, 2620
	98	Rainbow Motel Queanbeyan Accommodation Type: Motel	Capacity: 14 Address: 41 Bungendore Rd, Queanbeyan, 2620
	99	The Capital Airport Motel Accommodation Type: Motel	Capacity: 66 Address: 57-73 Yass Rd, Queanbeyan East, 2620
	100	Abode Gungahlin Accommodation Type: Hotel	Capacity: 61 Address: Anthony Rolfe Ave & Gribble St, Gungahlin, 2912
	101	A by Adina Canberra Accommodation Type: Hotel	Capacity: 130 Address: 1 Constitution Avenue, Canberra, ACT 2601
	102	BreakFree Queanbeyan Accommodation Type: Hotel	Capacity: 65 Address: 11 Antill Street, Queanbeyan, NSW 2620
	103	Burbury Hotel Canberra Accommodation Type: Hotel	Capacity: 152 Address: 1 Burbury Close, Barton, ACT 2600
	104	Golden Age Motor-Inn Accommodation Type: Motel	Capacity: 60 Address: 56-58 Macquoid Street, Queanbeyan, NSW 2620
	105	Hotel Queanbeyan Accommodation Type: Hotel	Capacity: 20 Address: 59 Crawford Street, Queanbeyan, NSW 2620
	106	Hyatt Hotel Canberra Accommodation Type: Hotel	Capacity: 252 Address: 120 Commonwealth Avenue, Canberra, ACT 2600
	107	Little National Hotel Accommodation Type: Hotel	Capacity: 120 Address: 21 National Circuit, Barton, ACT 2600
	108	Novotel Canberra Accommodation Type: Hotel	Capacity: 286 Address: 65 Northbourne Avenue, Canberra, ACT 2600
	109	Canberra Lyneham Motor Inn Accommodation Type: Motel	Capacity: 60 Address: 39 Mouat Street, Lyneham, ACT 2602

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
	110	Olympia Motel Accommodation Type: Motel	Capacity: 25 Address: 149 Crawford Street, Queanbeyan, NSW 2620
	111	Parkway Motel Accommodation Type: Motel	Capacity: 31 Address: 8 Lowe Street, Queanbeyan, NSW 2620
	112	Queanbeyan Motel Accommodation Type: Motel	Capacity: 28 Address: 88 Crawford Street, Queanbeyan, NSW 2620
	113	Annies@Yarralumla Accommodation Type: B&B	Capacity: 1 Address: 27 Mueller Street, Yarralumla, ACT 2600
	114	Avalanche Homestead Accommodation Type: B&B	Capacity: 7 Address: 609 Old Cooma Road, Queanbeyan, NSW 2620
	115	Leagues Motel Accommodation Type: Motel	Capacity: 45 Address: 1 Macquoid Street, Queanbeyan, NSW 2620
	116	Alivio Tourist Park Canberra Accommodation Type: Caravan park	Capacity: 155 Address: 20 Kunzea Street, O'Connor, ACT 2602
	117	Canberra Park Accommodation Type: Caravan park	Capacity: 154 Address: Corner Federal Highway & 26 Old Well Station Road, Gungahlin, ACT 2912
	118	Queanbeyan Riverside Caravan Park Accommodation Type: Caravan park	Capacity: 40 Address: 41A Morisset Street, Queanbeyan, NSW 2620
<i>Subtotal</i>	82		6,896
Bowral – Mittagong SUA	119	Name: Berida Hotel Accommodation Type: Hotel	Capacity: 46 Website: Bowral Hotel, Southern Highlands Berida Hotel Address: 6 David St, Bowral
	120	Name: Peppers Craigieburn Bowral Accommodation Type: Hotel	Capacity: 72 Website: Peppers Craigieburn Bowral Accommodation Southern Highlands NSW Address: Centennial Rd, Bowral
	121	Name: Golfview Lodge Motel Accommodation Type: Motel	Capacity: 25 Website: Home - Golfview Lodge Address: Boronia Street, Bowral

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
	122	Name: Oxley Motel Accommodation Type: Motel	Capacity: 55 Website: Accommodation in Bowral, NSW Oxley Motel Address: 535 Moss Vale Rd, Bowral
	123	Name: Park Proxi Gibraltar Accommodation Type: Hotel	Capacity: 77 Website: parkproxibowral.com Address: 7 Boronia St, Bowral
	124	Name: The Bowral Hotel Accommodation Type: Hotel	Capacity: 10 Website: The Bowral Hotel Address: 412 Bong Bong St, Bowral
	125	Name: The Sebel Bowral Heritage Park Accommodation Type:	Capacity: 26 Website: The Sebel Bowral Heritage Park Accor Holiday Accor Timeshare Address: 9 Kangaloon Rd, Bowral
	126	Name: Links House Hotel Accommodation Type: Hotel	Capacity: 17 Website: Links House Hotel Bowral Accommodation, Weddings, Conferences Address: 17 Links Rd, Bowral
	127	Name: Fitzroy Inn Accommodation Type: Hotel	Capacity: 16 Website: More Than Your Average Mittagong Hotel — Fitzroy Inn Historic Retreat Address: 1 Ferguson Cres, Mittagong
	128	Name: Motel Melrose Accommodation Type: Hotel	Capacity: 29 Website: Motel Melrose. Accommodation in Mittagong Address: 31 Old Hume Hwy, Mittagong
	129	Name: Springs Mittagong Accommodation Type: Motel	Capacity: 71 Website: Mittagong Contact Us - Springs Motel Address: Bessemer St, Mittagong
	130	Name: Highlands Hotel Accommodation Type: Hotel	Capacity: 13 Website: Highlands Hotel Mittagong Address: 70 Main St, Mittagong
	131	Name: Grand Country Lodge Accommodation Type: Hotel	Capacity: 23 Website: Accommodation Mittagong Grand Country Lodge Motel Mittagong Address: 58-60 Main St, Mittagong
	132	Name: Mittagong Motel Accommodation Type: Motel	Capacity: 26 Website: Mittagong Motel Accommodation in Southern Highlands of NSW Address: 7-11 Old Hume Highway, Mittagong

Location	#	Short-term Accommodation Provider	Description / Approximate Capacity
	133	Name: Mittagong Caravan Park Accommodation Type: Caravan park	Capacity: 15 Website: Mittagong Caravan Park Southern Highlands Camping & Cabins Address: 1 Old Hume Highway, Mittagong
	134	Name: The Argyle Hotel Accommodation Type:	Capacity: 16 Website: HOTEL ARGYLE *** MOSS VALE, AUSTRALIA SEASON DEALS FROM \$66 Address: 481 Argyle Street, Moss Vale
	135	Name: Moss Vale Village Park Accommodation Type: Caravan park	Capacity: 60 Website: Moss Vale Village Park Book Now & Save With Our Latest Offers Address: 43/53 Willow Dr, Moss Vale
	136	Name: Dormie House Accommodation Type: Hotel	Capacity: 32 Website: Dormie House Address: 38 Arthur St, Moss Vale
<i>Subtotal</i>	<i>18</i>		<i>629</i>
Total	136		8,380



APPENDIX C EDUCATION FACILITIES

Location	Educational Facilities
Bundanoon UCL	Pre-primary: Bundanoon District Community Preschool Primary: Bundanoon Public School Secondary:/ Tertiary:/
Goulburn UCL	Pre-primary: KU Goulburn Preschool Goodstart Early Learning Goulburn Lilac Early Learning Centre Goulburn Academy of Early Learning SDN Lady McKell Centre Orana Preschool River Heights Child Care Centre Imaginations Early Education Reynolds Street Community Preschool Primary: Goulburn East Public School Goulburn North Public School Goulburn Public School Goulburn South Public School Goulburn West Public School Secondary: Goulburn High School Trinity Catholic College Tertiary: TAFE NSW Goulburn CUC Goulburn (multi-university support centre) Charles Stuart University Campus
Marulan UCL	Pre-primary: Marulan Preschool (Anglicare) Little Treasures Marulan Primary: Marulan Public School Secondary:/ Tertiary:/
Yass UCL	Pre-Primary: Yass Pre-Kindergarten Little kindy Yass Early Childhood Centre Association Early learning on Rossi Yass montessori preschool Primary: Yass Public School Yass Primary School Berinba Public School Mt Carmel School (catholic K-6) Secondary: Yass High School (year 7-12)

Location	Educational Facilities
	Tertiary: TAFE Yass campus
Canberra – Queanbeyan SUA	Pre-primary: Bluebird Early Education Benedict House Busy Bees on Furlong Road Crestwood World of Learning Kindy Patch Queanbeyan University Preschool and Child Care Centre Yarralumla Primary School (Preschool) Canberra Grammar School (Preschool) Harris Park Preschool Primary: Ainslie School Aranda Primary School Queanbeyan Public School Queanbeyan South Public School Red Hill Primary School St Gregory's Primary School Turner School Secondary: Canberra High School Karabar High School Lyneham High School Narrabundah College Queanbeyan High School Tertiary: Canberra Institute of Technology (CIT) TAFE NSW - Queanbeyan Australian Catholic University (ACU) Australian National University (ANU) Charles Sturt University Regional Universities Network University of Canberra Australian Centre for Education and Training - Global (ACET-Global) Centre for Learning and Teaching Centre of Australian Education & Careers (CAEC) National Electoral Education Centre
Bowral-Mittagong SUA	Pre-primary: Southern Highlands Early Childhood Centre Kamalei Children's Centre Gumnut Preschool Bowral Little Peoples Early Learning Centre Bambino's Kindergarten Mount Gibraltar Preschool Best Kidz Early Learning Centre Explorers Learning Academy The Kinder Garden Renwick Mittagong Preschool Kindergarten Gib Gate (also offers early learning) Primary: Bowral Public School St Thomas Aquinas School Moss Vale Public School Mittagong Public School St Michael's Catholic School Gib Gate (Independent)

Location	Educational Facilities
	Secondary: Bowral High School Southern Highlands Christian School Chevalier College (Catholic) Moss Vale High School Frensham (Girls, Boarding) Tertiary: TAFE NSW Moss Vale University of Wollongong – Southern Highlands



APPENDIX D WORKFORCE ACCOMMODATION PLAN



Canyonleigh BESS Project

Workforce Accommodation Plan

PREPARED FOR

X-ELIO⁺

X-Elio Aus2 Pty Ltd

DATE

10 March 2026

REFERENCE

0711340



DOCUMENT DETAILS

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CONTENTS

1.	INTRODUCTION	1
1.1	PURPOSE AND OBJECTIVE	1
1.2	SCOPE AND LIMITATIONS	1
2.	PROJECT DESCRIPTION	3
2.1	NEARBY TOWNS CONSIDERED FOR ACCOMMODATING NON-LOCAL WORKERS	3
2.2	WORKFORCE GENERATION ESTIMATES	4
2.2.1	Estimated Workforce Requirement and Local Employment	4
2.2.2	Workforce Demographics	5
3.	ENGAGEMENT FINDINGS	6
4.	ACCOMMODATION BASELINE DATA	7
4.1	PRIVATELY OWNED HOUSING	7
4.1.1	Housing Availability	7
4.1.2	Housing Affordability	8
4.2	PRIVATE RENTAL HOUSING	10
4.2.1	Rental Availability	10
4.2.2	Rental affordability	12
4.3	SHORT TERM ACCOMMODATION	13
4.3.1	Capacity and Occupancy Rates	13
4.3.2	Peak Occupancy Periods	14
4.4	CUMULATIVE WORKER INFLUX	15
5.	ASSESSMENT OF ACCOMMODATION OPTIONS	16
5.1	PRIVATELY OWNED HOUSING	16
5.2	PRIVATE RENTAL HOUSING	16
5.3	SHORT TERM ACCOMMODATION	17
5.4	TEMPORARY ACCOMMODATION	17
6.	RECOMMENDATIONS	18
7.	MANAGEMENT MEASURES	20
8.	REFERENCES	23

LIST OF FIGURES

FIGURE 4-1	SGS RENTAL AFFORDABILITY INDEX	12
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LIST OF TABLES

TABLE 2-1 TOWNS TO THE PROJECT AREA INDICATIVE TRAVEL DISTANCES	3
TABLE 2-2 PROJECT STAGES AND WORKFORCE REQUIREMENTS	4
TABLE 4-1 PRIVATE DWELLING OCCUPANCY, 2021	7
TABLE 4-2 PRIVATE HOUSING STOCK IN THE SOCIAL LOCALITY	8
TABLE 4-3 HOUSING STRESS IN THE SOCIAL LOCALITY	9
TABLE 4-4 MEDIAN HOUSE AND UNIT PRICES	9
TABLE 4-5 RENTAL HOUSING AVAILABILITY	10
TABLE 4-6 CAPACITY IN SHORT-TERM ACCOMMODATION	14
TABLE 4-7 PEAK OCCUPANCY PERIODS	14
TABLE 6-1 PRIORITISATION OF ACCOMMODATION OPTIONS	18
TABLE 7-1 MANAGEMENT MEASURES LOCAL EMPLOYMENT	20
TABLE 7-2 MANAGEMENT MEASURES ACCOMMODATION	21

ACRONYMS AND ABBREVIATIONS

Name	Description
ABS	Australian Bureau of Statistics
APZ	Asset Protection Zone
BESS	Battery Energy Storage System
DPE	NSW Department of Planning and Environment (formerly DPIE)
DRP	Decommissioning and Rehabilitation Plan
EIA	Economic Impact Assessment
EIS	Environmental Impact Statement
EPC	Engineering, Procurement and Construction
FTE	Full Time Equivalent
LEP	Local Environmental Plan
LGA	Local Government Area
MW	Mega Watts
NSW	New South Wales
RAI	Rental Affordability Index
REIA	Real Estate Institute of Australia
SIA	Social Impact Assessment
SSD	State Significant Development
STA	Short Term Accommodation
SUA	Significant Urban Areas
UCL	Urban Centres and Localities
WAMP	Workforce Accommodation Management Plan

1. INTRODUCTION

This Workforce Accommodation Plan ('WAP') has been prepared on behalf of X-Elio Aus2 Pty Ltd ('X-Elio' or the 'Applicant') for the proposed Canyonleigh Battery Energy Storage System (BESS) project ('the Project'). It is an Appendix of the Social Impact Assessment (SIA), which forms part of the Environmental Impact Statement (EIS).

The Project involves the construction, operation and decommissioning of a BESS, with an estimated capacity of up to 300MW / 1,200 MWh, at 962 Canyonleigh Road, Brayton, New South Wales (NSW), within the Goulburn Mulwaree Local Government Area (LGA).

The Project Area is 130.6 hectares (ha) and is comprised of two (2) allotments; Lot 2341 DP622834 and Lot 12 DP727493. The Project Area is located within the Goulburn Mulwaree LGA, approximately 8 km northeast of Brayton, 34 km northeast of Goulburn and 112 km northeast of Canberra.

The Project Area is currently used for grazing and its surroundings are zoned RU2 Rural Landscape under the Goulburn Mulwaree LEP (refer to the SIA for further details).

1.1 PURPOSE AND OBJECTIVE

The purpose of this WAP is to assess the Project's accommodation options, and how those may potentially have an impact on its surrounding communities, in accordance with the SEARs requirements of the EIS.

The scale and nature of BESS developments necessitate long construction timeframes and typically require a construction workforce beyond what is available in the local area. As such, this WAP will consider the timeline of the Project, as well as the expected number of workers to be employed during the Construction and Operation Phases of the Project.

The WAP includes appropriate consideration of accommodation availability, focusing on any impacts to existing services or recreational facilities, and commuting distances to the Project.

Further, this WAP provides detail as to prior consultation and/or agreements with the local Councils, assessment of positive and negative implications of using and/or supplementing accommodation options in existing communities and will provide an overview as to how the use of existing short-term accommodation facilities could be considered.

It is intended that this WAP will form part of the supporting documentation considered for the SIA associated with the Project. As such, it is annexed to the SIA and the SIA will explore the potential socio-economic impacts relevant to the Project and provide suitable management and/or enhancement measures.

1.2 SCOPE AND LIMITATIONS

This WAP has been prepared using a combination of publicly available information and Project-related detail provided by X-Elio, including information retrieved from stakeholder engagement.

It is highlighted that the WAP seeks to identify and consider the impacts of accommodating workers in various ways and forecasting the potential implications for existing townships and communities only and therefore should not be taken as a comprehensive legal assessment of the ability to use these options.

This WAP focuses on housing pressures in the Goulburn Mulwaree LGA and is based on the Social Locality as described in the SIA. The Social Locality is determined based on several factors, including the proximity of townships that are within a safe commuting distance from the Project. These townships may accommodate both local workers, which consists of residents of the social locality, and non-local workers requiring temporary housing (refer to **Section 2.1** of this WAP and Appendix R and Appendix M of the EIS). For this reason, the assessment presented in this WAP has conservatively been undertaken assuming that all non-local workers will need temporary accommodation locally.

It is also noted that ERM's findings are accurate and complete only to the extent that information sourced, and/or provided to ERM, was itself accurate and complete.

Finally, ERM's findings reflect the current Project status. It is noted that several key decisions that may influence workforce accommodation requirements have not yet been made, such as the selection of contractors or suppliers. Once such decisions have been made the predicted impacts should be reviewed and updated accordingly.

2. PROJECT DESCRIPTION

This section provides an overview of the Social Locality and workforce generation estimates by project stages and duration, which have informed the workforce accommodation recommendations (refer to **Section 6**).

The Social Locality outlines the towns and regional centres that have potential to accommodate non-local workforces, notably the Construction workforce. The Operational workforce is expected to comprise of 100% local workers and therefore does not form a major part of the WAP.

Workforce generation estimates are critical in understanding the scale of worker influx during the Construction phase of the Project. If local employment is increased, then the amount of worker influx and pressure on accommodation and other services is reduced.

2.1 NEARBY TOWNS CONSIDERED FOR ACCOMMODATING NON-LOCAL WORKERS

The SIA provides a full description of the Social Locality, comprising of the Project Area and immediate surroundings, transportation and haulage routes, and surrounding towns and regional centres.

The **surrounding towns and regional centres** which form part of the Social Locality as they may provide labour, goods and services to support the Construction Phase of the Project (and which are therefore relevant to this WAP), include the following Urban Centres and Localities (UCLs), and Significant Urban Areas (SUAs):

- Bundanoon UCL;
- Goulburn UCL;
- Marulan (L) UCL;
- Yass UCL;
- Canberra- Queanbeyan SUA; and
- Bowral – Mittagong SUA¹.

Indicative travel distances (by car, per road) to the Project Area are provided in **Table 2-1**, which shows that all towns and regional centres are within a safe commutable one-hour distance from the Project. An exception is made for Yass UCL and Canberra-Queanbeyan SUA (driving distances of approximately 1.5 hours), because the Project will provide shuttle busses.

TABLE 2-1 TOWNS TO THE PROJECT AREA INDICATIVE TRAVEL DISTANCES

Town/Regional Centre	Travel Distance	Estimated Travel Time
Bundanoon UCL	36.3 km	39 minutes
Goulburn UCL	38.5 km	34 minutes
Marulan (L) UCL	19.8 km	19 minutes

¹ Covers the following UCLs within a one-hour driving distance: Moss Vale UCL, Berrima (L) UCL, and New Berrima UCL.

Town/Regional Centre	Travel Distance	Estimated Travel Time
Yass UCL	123 km	1 hour, 25 minutes
Canberra- Queanbeyan SUA	129 km	1 hour, 35 minutes
Bowral – Mittagong SUA ²	35.7 km	38 minutes

The following towns are also located within a one-hour driving distance from the Project Area but with a population of less than 750 people: Exeter (population 419), Wingello (population 510), Burrawang (population 270), Taralga (population 292), Gunning (population 604), and Collector (population 251). Due to their small scale, they have been excluded from the WAP.

2.2 WORKFORCE GENERATION ESTIMATES

X-Elio is committed to prioritising the use of regional NSW labour, goods and services throughout the development, construction and operation of the Project. As outlined in **Table 2-2**, the construction of the Project is expected to last 18 months, directly employing approximately 70 workers, with a peak workforce of 100 full time equivalent (FTE) employees (refer to Appendix R of the EIS).

During the proposed 30-year lifespan of the project, there will be an approximate five (5) direct jobs. While the Project will be monitored remotely, the BESS and other equipment will require regular maintenance.

Site maintenance will be undertaken by staff on an ongoing basis with activities scheduled consistently throughout each year. Site maintenance will include at least the landscaping, maintaining access roads and Asset Protection Zone (APZ) (if required), repair and replacements of Project's components (e.g., reticulation network, substations, transmission line and O&M compound).

TABLE 2-2 PROJECT STAGES AND WORKFORCE REQUIREMENTS

Project Staging	
Construction	- Construction period: 18 months. - Peak construction workforce: 100 FTE.
Commissioning and Operation	- Operation period: 30 years. - Operational workforce: 5 FTE.
Decommissioning and Rehabilitation	- Decommissioning and rehabilitation plan (DRP): to be developed 5 years prior to the end of Project component lifetime. - DRP will outline the timeline of the decommissioning and the expected workforce requirements.

2.2.1 ESTIMATED WORKFORCE REQUIREMENT AND LOCAL EMPLOYMENT

The workforce employed during the Construction Phase of the Project is to be engaged in construction activities that can be generally divided into civil, piling, mechanical and electrical scopes of work.

² Indicated time and distance presented is to Moss Vale.

X-Elio aims to utilise the maximum extend of local workers that is feasible. For this WAP, the local employment target set by the Project is estimated at 20%, based on assumptions set within both the Economic Impact Assessment (EIA) (Appendix R of the EIS) and the EIS, regarding what is realistic and reasonable for the region, as well as what are considered local employment targets set by similar BESS projects and surrounding State Significant Development (SSD) projects currently in the approvals phase.

It should be noted that the estimate of 20% is an aspirational and forecasted target and it does not constitute a binding commitment, and actual employment outcomes will be subject to market conditions, workforce availability, and project requirements.

2.2.2 WORKFORCE DEMOGRAPHICS

If approval is granted, a Workforce Accommodation Management Plan (WAMP) will be developed to provide demographic information on the age, gender and nationality of the local and non-local workforce. This WAP will inform the WAMP.

3. ENGAGEMENT FINDINGS

X-Elio engaged with Goulburn Mulwaree Council on the following dates:

- 20 June 2024, initial meeting to introduce the Project;
- 11 September 2024, Project update discussion; and
- 23 May 2025, Project update discussion.

During these meetings, potential impacts on housing availability and affordability was discussed. It was noted that accommodation issues are exacerbated during project construction periods and expose the most vulnerable people in the LGA to housing issues.

Specifically, Council stated that it is developing a housing fund or trust for the local community with Housing NSW or another developer, using the example of seed funding as a means of contribution. The intent is to have developers provide funding to this Fund that will enable Council to provide seed funding to secure land for housing, or work with organisations such as [Argyle Housing](#), [NSW Land and Housing Corporation](#) or social housing providers. The Fund is in its early stages and would be a Council entity.

Council also raised that hotel occupancies are high and that it does not want hotel rooms to be occupied by construction workers.

Yass Valley Council has been consulted in relation to the suitable locations for shuttle busses pick up / drop off for the workforce. Yass Valley Council has no major engineering concerns with proposed shuttle bus pick-up and drop off locations outlined for the Project. The Applicant will develop the shuttle busses further with the Yass Valley Council to ensure suitable shuttle bus pick up / drop off locations. Yass Valley Council has also advised on potentially suitable accommodation provisions within the Yass Valley area, including a potential suitable location of a hotel in Yass. This is being followed up with the hotel owner. The hotel owner has confirmed that they have accommodation available for 31 workers in Yass from 1st October 2026 (Q4 2026) to 30 June 2028 (Q2 2028).

X-Elio also engaged with various other stakeholders, as further explained in the **Section 3.3** of the SIA and Section 5 of the EIS. During these engagements, comments were made about the lack of housing for construction workers and concerns were expressed about the cumulative impact of multiple projects being proposed in the region.

4. ACCOMMODATION BASELINE DATA

This section provides an overview of the current accommodation landscape, beginning with privately owned housing, followed by private rental housing, and concluding with short term accommodation (STA).

It explains how the towns and regional centres may offer limited accommodation options, but that the overall capacity remains constrained. Baseline data highlights the need for strategic planning to ensure adequate accommodation for the workforce, considering the limited availability across all housing types and cumulative worker influx.

4.1 PRIVATELY OWNED HOUSING

The housing market is complex and changes in property values are due to many factors. Together with many other factors, the establishment of the Project has potential to influence local property values, potentially elevating them due to improvements in local infrastructure and economic benefits or decreasing them if the development is viewed unfavourably.

This section provides a desktop analysis of the private housing market in relation to the influx and accommodation of non-local construction workers. Two (2) primary components of the housing market that can indicate both existing pressures and socio-economic vulnerability are considered: housing availability and affordability. If the Project were to accommodate non-local construction workers in privately owned housing, it may exacerbate these existing pressures and result in further socio-economic impacts.

4.1.1 HOUSING AVAILABILITY

Dwelling occupancy (percentage of dwellings unoccupied or occupied) and housing tenure (percentage of dwellings rented, mortgaged, or owned outright) are presented in **Section 5.5** of the SIA. **Table 4-1** provides a short overview of the dwelling occupancy and housing tenures in the towns and regional centres of the Social Locality and shows that Bundanoon has the highest percentage (12.6%) of unoccupied houses. It also shows that Goulburn and Canberra have a significantly higher number of households renting their housing (34% and 31%, respectively), compared to the other towns.

TABLE 4-1 PRIVATE DWELLING OCCUPANCY, 2021

Locality	Dwelling count Occupied/ Unoccupied (%)	Housing Tenure
		Owned outright / Mortgage / Rented (%)
Bundanoon	87.3 / 12.6 (1,138 / 164)	59.4 / 25.0 / 12.9
Goulburn	91.5 / 8.6 (9,283 / 868)	32.8 / 30.1 / 34.0
Marulan	89.6 / 9.1 (284 / 29)	31.3 / 41.5 / 23.2
Yass	92.2/ 7.8 (2,197/ 186)	32.2/ 38.1/ 26.2
Canberra- Queanbeyan	93.3/ 6.7 (182,655/ 13,017)	26.5 / 40.1 / 31

Locality	Dwelling count Occupied/ Unoccupied (%)	Housing Tenure Owned outright / Mortgage / Rented (%)
Bowral – Mittagong³	91.8 / 8.2 (15,997 / 1,429)	42.8 / 32.8 / 20.8

Table 4-2 provides an overview of the available housing stock in the towns of the Social Locality. Data shows that at the time of writing this report, an approximate 2,447 properties were for sale, containing an approximate total of 6,731 rooms.

It should be noted that this information is a snapshot and can differentiate quite significantly over time.

TABLE 4-2 PRIVATE HOUSING STOCK IN THE SOCIAL LOCALITY

Location	House and Unit Size				Properties (Approx.)	Rooms
	1 bed	2 bed	3 bed	4+ bed		
Bundanoon	0	1	12	35	48	178
Goulburn	2	9	24	47	82	280
Marulan	0	1	3	10	14	51
Yass	3	3	14	36	56	195
Canberra – Queanbeyan	364	618	500	479	1,961	5,012
Bowral – Mittagong⁴	4	18	81	183	286	1,015
Total	373	650	634	790	2,447	6,731

Source: Domain.com.au

4.1.2 HOUSING AFFORDABILITY

As explained further in the SIA, the percentage of rent/mortgage monthly repayments exceeding 30% of household income—a key indicator of housing stress—has generally *increased* across the locations. An overview is provided in **Table 4-3** and shows that Bundanoon hosts most households spending over 30% of their household income on rent (46.3%), whilst Bowral – Mittagong shows the highest mortgage stress with 16.4% of its households spending over 30% of their household income on mortgage repayments.

³ Includes a range as this includes data from postcodes 2577 (Moss Vale), 2576 (Bowral) and 2575 (Mittagong).

⁴ Including housing stock in postcodes 2577, 2576 and 2575.

TABLE 4-3 HOUSING STRESS IN THE SOCIAL LOCALITY

Locality	Monthly repayments >30% household income Rent (weekly)% / Mortgage %
Bundanoon	46.3 / 15.4
Goulburn	34.1 / 11.6
Marulan	37.9 / 16.1
Yass	29.9/ 11.1
Canberra – Queanbeyan	23.2 / 9.5
Bowral – Mittagong	42.4 / 16.4

The establishment of the Project has potential to influence local property values, potentially elevating them due to worker influx and improvements in local infrastructure or decreasing them if the development is viewed unfavourably.

Table 4-4 provides an overview of the median house and unit prices and annual change in sale prices for the urban centres across the Social Locality.

Data shows that median house prices in the locations of the Social Locality range from \$628,000 (Goulburn UCL) to \$1,550,000 (Bowral, within Bowral-Mittagong SUA) and that their sales price changes range between -7.2% (Marulan UCL) to 1.3% (Goulburn UCL).

In comparison, the median house and unit prices in NSW are higher at approximately \$1,193,228 (except for Bowral), whilst the State's median unit price is around \$686,947 (ABS 2025b), which is within the range of the median unit prices of the locations of the Social Locality. Whilst Goulburn Mulwaree LGA's median house prices are within the range of the locations within the Social Locality, median house prices for Wingecarribee LGA are higher than that of the State, at \$1,200,000.

The annual median sale price change for houses in regional NSW was approximately at 3.5% (higher than the annual median sale price changes of the locations within the Social Locality), and for units it is around 3.9% (NAB, 2024) (within the range of annual median sale price changes the locations within the Social Locality).

It should be noted that this information is a snapshot and can differentiate quite significantly over time.

TABLE 4-4 MEDIAN HOUSE AND UNIT PRICES

Location	Median House Price (\$)	Annual Median Sale Price Change (%)	Median Unit Price (\$)	Annual Median Sale Price Change (%)
Goulburn Mulwaree LGA	650,000	Unknown	565,000	Unknown

Location	Median House Price (\$)	Annual Median Sale Price Change (%)	Median Unit Price (\$)	Annual Median Sale Price Change (%)
Wingecarribee LGA	1,200,000	Unknown	830,000	Unknown
Bundanoon	1,097,500	8.06	Unknown	Unknown
Goulburn	650,000	8.61	550,000	9.78
Marulan	737,500	6.83	Unknown	Unknown
Yass	750,000	7.29	645,000	Unknown
Canberra-Queanbeyan	Unknown	Unknown	Unknown	Unknown
Bowral – Mittagong⁵	1,110,000-1,520,000	7.59-6.68	715,000-1,007,000	4.01- 8.34

Sources: <https://www.yourinvestmentpropertymag.com.au/>.

4.2 PRIVATE RENTAL HOUSING

4.2.1 RENTAL AVAILABILITY

Rental housing availability is used as an indicator of the demand for housing, supply of rental properties, and overall health of the housing market (SQM Research, 2024). Private rentals are generally used for long-term accommodation. Long-term housing or accommodation refers to privately owned and rented housing, for a long-term period, typically three (3) months or longer.

A snapshot of long-term housing availability as of June 2025 is indicated in **Table 4-5**. Here too, it should be noted that this information is a snapshot and can differentiate quite significantly over time. Data shows that at the time of writing this report, an approximate 826 properties were for rent, containing an approximate total of 1,963 rooms.

TABLE 4-5 RENTAL HOUSING AVAILABILITY

Location	House and Unit Size				Rental Properties (Approx.)	Rooms
	1 Bed	2 Bed	3 Bed	4+ Bed		
Bundanoon	0	1	3	4	8	27
Goulburn	7	3	13	3	26	64
Marulan	0	1	0	2	3	10

⁵ Includes a range as this includes data from postcodes 2577 (Moss Vale), 2576 (Bowral) and 2575 (Mittagong).

Location	House and Unit Size				Rental Properties (Approx.)	Rooms
	1 Bed	2 Bed	3 Bed	4+ Bed		
Yass	0	0	4	1	5	16
Canberra-Queanbeyan	173	271	187	106	737	1,700
Bowral – Mittagong⁶	4	4	22	17	47	146
Total	184	280	229	133	826	1,963

Source: Domain.com.au

Vacancy rate data by SQM Research provides an indication of rental housing availability and shortages through providing percentages relative to the overall private rental housing market. High vacancy rates can indicate rental shortfall, oversupply, lack of demand, or declining economic conditions, whereby rental income drops below property expenses, while low vacancy rates can suggest strong demand, tight supply, and a thriving housing market (SQM Research, 2024).

As of July 2025, the vacancy rate for private dwellings in the Goulburn Mulwaree region is stated at 0.59% (Real Estate Investar, 2025). More specifically, the review of housing vacancy data (SQM Research, 2024) exhibited that:

- Mittagong (postcode 2575) experienced its highest vacancy rate in 2008 (4.6%) and had a vacancy rate of 1% in April 2025;
- Bowral (postcode 2576) experienced its highest vacancy rate in 2009 (7%) and had a vacancy rate of 2.9% in April 2025;
- Moss Vale (postcode 2577) experienced its highest vacancy rate in 2005 (9.2%) and had a vacancy rate of 2.1% in April 2025;
- Bundanoon (postcode 2578) experienced its highest vacancy rate in 2006 (26%) and had a vacancy rate of 4.8% in April 2025;
- Marulan (postcode 2579) experienced its highest vacancy rate in 2024 (10.2%) and had a vacancy rate of 3.5% in April 2025;
- Yass UCL (Postcode 2582): Experienced its highest vacancy rate in 2009 (4.5%) and had a vacancy rate of approximately 2.1% in April 2025;
- Canberra-Queanbeyan SUA (Postcode 2600 and 2620): Postcode 2600 (Canberra) experienced its highest vacancy rate in 2015 (5.8%) and had a vacancy rate of 2.6% in March 2025. Postcode 2620 (Queanbeyan) experienced its highest vacancy rate in 2014 (4.2%) and had a vacancy rate of 1.1% in March 2025; and
- Goulburn (postcode 2580) experienced its highest vacancy rate in 2014 (4.4%) and had a vacancy rate of 1.1% in April 2025.

Data shows that most vacancy rates (except those of Bundanoon and Marulan) are significantly below the industry benchmark of 3.0% set by the Real Estate Institute of

⁶ Including rental housing in Bowral, Mittagong, Berrima, New Berrima and Moss Vale.

Australia (REIA) (REIA, 2024), which suggests that current vacancy rates in the Social Locality are low and rental demand is high.

4.2.2 RENTAL AFFORDABILITY

Rental affordability is a key portion of the housing market that is likely to respond to worker influx prompted by large projects and is a key component for sustaining the economic vitality of communities and the wellbeing of individuals (Lawrie, Tonts, & Plummer, 2011). Generally, rental stress can occur when rent exceeds 30% of a low-income household gross income. Figure 3-1 of the SIA shows that the locations across the Social Locality are around the State average.

SGS Economics and Planning in partnership with National Shelter, Beyond Bank, and Brotherhood of St Laurence have published the Rental Affordability Index (RAI) since 2015 (SGS, 2025). The RAI index is calculated using the following equation: $RAI = (\text{Income}/\text{qualifying income}^7) \times 100$ and the results are broken down into affordability categories shown in **Figure 4-1**.

Index score	Share of income spent on rent	Relative unaffordability
<50	60% or more	Extremely unaffordable rents
51-80	38-60%	Severely unaffordable rents
81-100	30-38%	Unaffordable rents
101-120	25-30%	Moderately unaffordable rents
121-150	20-25%	Acceptable rents
151-200	15% or less	Affordable rents
>200		Very Affordable rents

FIGURE 4-1 SGS RENTAL AFFORDABILITY INDEX

The findings identify that in Quarter 2, 2024 the postcodes containing the following areas within the Social Locality were scored as follows:

- Bundanoon: 77, severely unaffordable;
- Goulburn: 115, moderately unaffordable;
- Yass: data not available;
- Canberra- Queanbeyan (Canberra, Postcode 2600): 118, moderately unaffordable rents;
- Canberra - Queanbeyan SUA (Queanbeyan, Postcode 2620): 104 moderately unaffordable rents;

⁷ Qualifying income refers to the income required to pay rent, where rent is 30 per cent of income (i.e., qualifying income = rent/0.3)

- Marulan: 87, unaffordable;
- Bowral: 74, severely unaffordable; and
- Mittagong: 87, unaffordable.

These scorings show that rental affordability ranges between moderately to severely unaffordable rents and provide further nuance to the rental stress numbers as presented in **Section 5.5** of the SIA.

4.3 SHORT TERM ACCOMMODATION

STA such as hotels, motels, cabins, and caravan parks are important for communities in regional areas to provide accommodation for visitors and to support regional tourism and economic activity (Gurran, Zhang, Shrestha, & Gilbert, 2018).

STA are typically resided for a temporary or short-term period, within a maximum of three (3) months. High annual occupancy rates in STA can indicate a thriving tourism industry, high visitation rates, barriers to urban development and cumulative non-local workforce pressures. High annual occupancy rates in STA resulting from non-local construction workforces can impact on tourism industries whilst low annual occupancy rates can indicate limited tourism, low visitation rates, overdevelopment, and the absence of large-scale industries reliant on non-local workers (Aitchison, 2012).

4.3.1 CAPACITY AND OCCUPANCY RATES

Table 4-6 provides an overview of STA options within the Social Locality. Occupation rates of these options are not considered in this analysis. A full overview is provided in **Appendix B** of the SIA.

Data presents that there are at least 136 STA options in the Social Locality, totalling 8,380 rooms. Canberra-Queanbeyan SUA offers most STA options, providing at least 82.3% of the rooms.

TABLE 4-6 CAPACITY IN SHORT-TERM ACCOMMODATION

Location	Number of STA ⁸	Number of Rooms ⁹	Approximate number of available rooms ¹⁰
Bundanoon UCL	6	109	47
Goulburn UCL	20	503	216
Marulan UCL	2	31	13
Yass UCL	8	212	61 ¹¹
Canberra – Queanbeyan SUA	82	6,896	2,000
Bowral-Mittagong SUA	18	629	270
Total	136	8,380	2,607

4.3.2 PEAK OCCUPANCY PERIODS

Section 5.9 of the SIA provides an overview of significant festivals and events occurring within the Social Locality. The dates that festivals and annual events occur is of importance when considering the STA options as they may impact occupancy rates. Higher occupancy rates due to events in each of the localities are expected in the months presented in **Table 4-7**.

TABLE 4-7 PEAK OCCUPANCY PERIODS

Locality	Month(s) with expected higher occupancy	Events/festivals attracting visitors
Bundanoon	April	Bundanoon Highland Gathering
Goulburn	March, May, October, December	Goulburn Show, Blues Festival, Lilac City Festival, Street Feast.
Marulan	December	Marulan Kite Festival
Yass	September, December	Irish and Celtic Music Festival, Yass Railway Museum Artisan Markets, Christmas on Comur Street

⁸ Additional accommodation options may exist that are not captured in this table. This dataset should therefore be interpreted as indicative rather than exhaustive and used to inform the assessment in conjunction with broader market understanding and ongoing engagement.

⁹ The number of rooms does not include STA providers where room counts were not publicly available.

¹⁰ Based on an 57.2% occupancy rate across the Social Locality (Destination NSW, 2025). Specific data on the LGAs is not available so the March Quarter 2025 occupancy data of 'Capital Country' was used. This region includes towns like Goulburn, Bowral, Mittagong, as well as other towns in the Southern Tablelands and Southern Highlands.

¹¹ For Yass and Canberra, availability is based off the national average of 71%.

Locality	Month(s) with expected higher occupancy	Events/festivals attracting visitors
Canberra – Queanbeyan	March and September	Queanbeyan Multicultural Festival, Skyfire and Floriade
Bowral–Mittagong	September, October	Tulip Time and Bowral Classic

4.4 CUMULATIVE WORKER INFLUX

This section describes potential worker influx pressure from surrounding SSD projects in and around the Social Locality which have a potential overlap with the Project's Construction phase (refer to **Section 6** of the SIA).

As presented in the SIA, the following projects are identified as potentially with relevant social cumulative impacts: Marulan Gas-Fired Power Station 1, Wattle Creek BESS, Wattle Creek Solar Farm, Marulan Solar Farm, Hanworth BESS, Bannaby BESS, Swallow Tail BESS, Marulan Quarry, Moss Vale Resource Recovery Facility, Moss Vale Plastics Recycling Facility, Merino Solar Farm, Gundary Solar Farm, HumeLink, Shoalhaven Pumped Hydro Expansion Project, Kangaroo Valley BESS, and Willavale BESS.

While it is unlikely that the peak construction impacts of these projects would overlap with that of the Project, the following assessment has conservatively been completed on this basis.

Based on available information, at least 2,303 construction workers¹² would be needed for the construction of these projects. This information is further used in the assessment based on the scenario where these projects have a local employment target of 20%, requiring 1,842 non-local workers.

The Project requires an estimated 100 people as peak workforce, which, with a 20% local employment target, would include 80 non-local workers.

Adding the Project's 80 non-local workers to the 1,842 expected non-local workers in the region, the Project is expected to contribute approximately 4.3% of the total peak non-local workforce expected for all proximate SSDs with potential overlapping Construction Phases.

¹² 380 workers for Marulan Gas-Fired Power Station 1 + 73 workers for Wattle Creek BESS + 250 workers for Wattle Creek Solar Farm + 300 workers for Marulan Solar Farm + 120 workers for Bannaby BESS + 120 workers for Swallow Tail BESS + 30 workers for Marulan Quarry + 200 workers for Moss Vale Plastics Recycling Facility + 330 workers for Merino Solar Farm + 400 workers for Gundary Solar Farm + 50 workers for Willavale BESS = 2,303.

5. ASSESSMENT OF ACCOMMODATION OPTIONS

This section provides a priority assessment of the various accommodation options to house non-local workforce during the construction phase, which is based on key findings outlined in **Section 3** and **Section 4**.

The assessment is based on the scenario where local employment target of 20% is met resulting in a peak non-local workforce of 80 people.

The scenario where the target is not met has not been assessed in the WAP because there are various accommodation options to be considered outside the Social Locality.

Table 6-1 summarises the recommended prioritization of workforce accommodation for the Project based on key findings outlined in **Section 3** and **Section 4**. It is important to note that the recommendation provided is not an 'all-in-one' solution, but rather a prioritisation.

Whilst the main priority is for the Applicant to make use of STA, the utilisation of other accommodation options should not be ruled out and may comprehend to allow for economic benefits to be experienced by local communities whilst providing flexibility for the Applicant. The need for an onsite accommodation facility is unlikely, due to the relatively small size of the Project.

5.1 PRIVATELY OWNED HOUSING

The towns and regional centres of the Social Locality have approximately 2,447 houses (containing 6,731 rooms), townhouses or apartments listed for sale (**Section 4.1.1**), offering potential long-term accommodation options for workers during the Construction phase.

Additionally, there are approximately 15,593 unoccupied dwellings identified within the towns and regional centres of the Social Locality. However, estimates on the condition of this private housing stock is unavailable at the time of publication.

Based on the large number of dwellings there is potential for the Project to develop a housing registry to provide local economic benefits to the owners of these dwellings, which would suit the needs of the peak construction workforce (100 workers, of which an estimated 80 non-local).

Despite this, the use of private housing to accommodate the construction workforce is a **Low Priority** for the Project to avoid generating **Negative** social impacts to the privately owned housing market (i.e. housing availability or affordability as presented in **Section 4.1.1** and **Section 4.1.2**).

5.2 PRIVATE RENTAL HOUSING

There are a limited number of ~826 dwellings being listed for rent with a total of ~1,963 rooms (refer to **Table 4-5**) and vacancy rates have been low (SQM Research, 2025). The volume of housing stock listed for sale can also serve as an indicator of a responsive rental market, reflecting adjustments in supply to meet changing demand conditions.

Adding to low vacancy rates, rental affordability is indicated as 'Unaffordable' and 'Moderately Unaffordable'.

Due to this, the use of rental housing is considered a **Low Priority** for the Project to avoid **Negative** social impacts to the private rental market (i.e. rental availability and affordability as presented in **Section 4.2.1** and **Section 4.2.2**).

5.3 SHORT TERM ACCOMMODATION

A total of ~8,380 STA rooms was found within the towns and regional centres of the Social Locality, of which ~2,607 are expected to be available based on the annual occupancy rates presented online.

Based on the occupancy rates outlined in **Section 4.3.1**, the capacity in short-term accommodation is expected to be sufficient to meet the demands of the Construction phase. The additional pressure from the surrounding SSD projects in the Social Locality, which have potential to overlap with the Construction phase of this Project have been considered.

Accommodating workers in STA stands to increase occupancy rates and brings real economic benefits (i.e. increase revenue and demand for employees) to both local providers and the wider community.

The Project may use STA to accommodate a large portion of the construction workforce, whilst avoiding peak tourism period linked to local festivals and events to avoid negative impacts to tourism businesses in the Social Locality.

Under these baseline conditions, the use of STA is considered a **High Priority** with potential **Positive** social impacts (i.e., increased revenue, diversification of income, and job opportunities).

5.4 TEMPORARY ACCOMMODATION

The Project does not anticipate providing any temporary workers accommodation camp (or similar), assuming that the availability in STA, rental and private housing remains similar.

To account for the scenario where a temporary workers accommodation facility becomes required, and to minimise negative social and economic impacts, the Applicant will continue explore opportunities to collaborate with surrounding SSD projects on shared use of temporary worker facilities.

Given the existing accommodation options within a one-hour commute, or per shuttle bus, the use of a workforce accommodation camp is a **Low Priority** to enhance **Positive** social impacts by allowing existing accommodation providers to benefit from worker influx.

6. RECOMMENDATIONS

Table 6-1 provides an overview of the recommendations to accommodate non-local workers into a combination of short-term and long-term term accommodation.

The existing STA can meet the expected demand when factoring in potential overlap with surrounding SSD Projects and allowing for additional spare rooms¹³. It should be noted that calculations are based on a 20% scenario, all projects starting construction at similar times, and not including potential residing of workers in towns and regional centres outside the Social Locality.

Private housing is being considered a potential option to accommodation a small number of long-term workers who are expected to be on-site for large periods of the construction phase (i.e., site managers).

The Applicant will provide shuttle bus services to transport workers from Yass and Canberra to and from the Project Area. This initiative will enable the Project to employ local workers from a broader catchment area and increase access to suitable accommodation options.

Table 6-1 summarises the recommended prioritisation of workforce accommodation for the Project based on key findings outlined in **Section 3** and **Section 4**. Considering the outcomes of the assessment, temporary accommodation (an accommodation facility/workers camp, as further explained in **Section 5.4**) is not expected to be required and therefore excluded from this list.

TABLE 6-1 PRIORITISATION OF ACCOMMODATION OPTIONS

Priority	Accommodation Option	Priority	Social Impact	Details
1	Usage of STA, avoiding peak tourism periods	High	Positive	Section 5.3
2	Usage of private rental	Low	Negative	Section 5.1
3	Usage of privately owned housing through a housing registry	Low	Negative	Section 5.2

¹³ Approximately 2,607 available rooms, taking into account occupancy rates, for an estimated total of 1,842 expected non-local workers.

The key recommendations of the draft WAP are outlined below:

- The Project will consider the use of STA in Bundanoon UCL, Goulburn UCL, Marulan UCL, and Bowral – Mittagong SUA, Yass UCL, and Canberra-Queanbeyan SUA to increase occupancy rates and bring real economic benefits to STA providers, whilst avoiding peak tourism periods linked to festivals and events to avoid negative impacts to tourism businesses in the Social Locality;
- This should be supplemented with additional options and supported by robust contingency measures, such as relocating workers during major events;
- The Project will utilise the rental supply in areas with the least rental affordability issues (currently identified as Goulburn UCL), while continuously monitoring the rental market. This will further ensure readiness for potential increases in occupancy rates during the construction phase;
- Considering the number of projects in the area, cumulative impacts may affect the availability of accommodation. Therefore, the Project will continue to monitor other projects' timelines and explore opportunities to collaborate with surrounding SSD projects on shared use or co-location of a temporary workers accommodation facilities (or similar), and/or seek alternative temporary accommodation facilities for the Construction workforce if necessary. However, it is important to prioritise the use of STA before establishing temporary facilities to maximize economic benefits and to assist in sustaining occupancy rates at an optimal 90-95%, whilst monitoring tourism inflows and adjusting to peak tourism periods where necessary;
- The Project will monitor occupancy rates in STA during the Construction Phase and the Applicant will continue to engage with Local Councils. Occupancy rates over 90-95% are considered to present risks of generating negative social impacts to tourism businesses in the Social Locality. In the scenario that occupancy rates increase over 90-95% the non-local workforce should be relocated to rental housing, privately owned housing or a temporary workers accommodation facility (or similar) to avoid negative social impacts;
- Further investigation into the suitability and availability of unoccupied dwellings is recommended as a potential contingency measure if STA and private housing availability changes; and
- Alternatively, the Project will explore the provision of additional shuttle buses to and from the Project Area for construction workers, should accommodation outside the Social Locality be required. This approach aims to minimise the need for employees to drive before and after their shifts, reducing road safety risks.

7. MANAGEMENT MEASURES

Table 7-1 outlines the proposed management measures to ensure that local employment is enhanced by the Project to reduce worker influx and increase economic benefits. **Table 7-2** outlines the proposed management measures for the management of accommodation, based on the recommendations provided in this report.

TABLE 7-1 MANAGEMENT MEASURES LOCAL EMPLOYMENT

No.	Management Measure	Timeline
1.	Host information sessions to engage with the community and local businesses who can provide inputs or services and other prospective contractors/ subcontractors, regarding construction timing, workforce estimates and accommodation requirements.	Prior to construction
2.	Engage local media including radio, newspaper, and social media to advertise expressions of interest for employment or provision of services or materials.	Prior to construction
3	Engage with the local employment agencies to identify access pathways for local workers. Assess the candidate pool to determine suitable labour, trade, or other employment on the Project.	Prior to construction
4	Set up a dedicated employment opportunity platform on the Project's website in consultation and coordination with the Engineering, Procurement, and Construction (EPC) contractor. Relevant worker details will then be shared with the main subcontractor(s) for direct engagement through their own employment processes.	Prior to construction and during construction
5	Consult with local Councils, as well as any Business Chambers, to provide their members with relevant details such as Project construction timing, workforce estimates and accommodation requirements.	Prior to construction
6	In case of short-term and long-term accommodation, implement shuttle bus services where practical to enable local workforce in the respective locations to easily commute to the Project Area, avoid causing congestion on the road network, as well as providing a safe option for workers to commute from and to the Project site. These services may discontinue depending on demand.	Prior to construction and during construction

No.	Management Measure	Timeline
7	Provide opportunities for local businesses to submit proposals and tenders and prioritise the use of goods and services that can be sourced locally and are competitive for price and quality.	Prior to and during construction
8	Encourage subcontractors to employ local workers wherever possible and reasonable.	Prior to and during construction
9	Identify positions where training would allow additional local workers to join the workforce and encourage local workers and businesses to undertake training to provide for specialist works.	Prior to and during construction
10	Collaborate with local trade/training organisations (such as TAFE) to promote job opportunities with the Project, with enough time to give local community members with enough notice to receive training in Project related skill sets, if desired.	Prior to construction
11	Inform non-local workers about shops, cafes, recreational facilities, etc. and make access easy.	During construction

TABLE 7-2 MANAGEMENT MEASURES ACCOMMODATION

No.	Management Measure	Timeline
1	Continue tracking of available accommodation options in the towns and regional centres of the Social Locality.	Prior to construction
2	Host information sessions to engage with the community and local businesses, in order to determine who can provide inputs or services and other prospective contractors or subcontractors, regarding construction timing, workforce estimates and accommodation requirements.	Prior to construction
3	Investigate local and regional community social media options to disseminate information to local accommodation operators and rental property owners, such as construction timing, workforce estimates and accommodation requirements.	Prior to construction
4	Preparation and implementation of the WAMP, including planning on workforce housing and accommodation.	Prior to construction
5	Preparation and implementation of a Code of Conduct applicable to all Project workers during the Construction Phase.	Prior to construction
6	Continue to engage with the Local Councils to minimise pressure on local resources, and to address worker influx concerns during the Construction Phase.	Prior to and during construction

No.	Management Measure	Timeline
7	Contact the local STA operators to provide Project information such as construction timing, workforce estimates and accommodation requirements.	Prior to and during construction
8	Provide a register of local STA options and contact details to contractors and subcontractors.	Prior to and during construction
9	Maintain a register of local property owners who have expressed interest in offering dwellings for rent (if this occurs in the future). Provide this register to contractors and subcontractors (considering privacy).	Prior to and during construction
10	Review workforce predictions every six months during construction to ensure that accommodation requirements are met in accordance with the objectives of this WAP.	Prior to and during construction
11	Regularly consult with local property owners and STA providers to manage occupancy to maximise use of local accommodation, without preventing its use for major event and holiday purposes and review overlaps with peak demand periods.	Prior to and during construction
12	Maintain a register of local, regional and national workforce breakdown by company on site.	Prior to and during construction
13	Engage with other Project developers to mitigate potential cumulative impacts which may put additional pressure on the area.	Prior to and during construction
14	Engage with local health care, social and emergency service providers to monitor the Project's use of these facilities.	Prior to and during construction

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